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MINUTES

OF THE

MEETING OF THE EXECUTIVE COMMITTEE

OF THE

WORLD COUNCIL OF CHURCHES

10 - 14 September, 1979

Meeting held at the
Ecumenical Institute, Bossey, Switzerland

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WORLD COUNCIL OF CHURCHES

EXECUTIVE COMMITTEE MEETING

Ecumenical Institute, Bossey, Switzerland
10-14 September, 1979

1. OPENING ACTIONS

A. Introduction and worship

An opening service of worship, led by the Moderator, was held in the chapel of the Ecumenical Centre on Monday, 10 September. Morning worship on subsequent days was led by Metropolitan Gregorios, Miss Webb, Mr Bena-Silu and Archbishop Kirill. Miss Skuse led the closing act of worship.

Following the opening worship there was an official welcome in the Conference Hall of the Ecumenical Centre to Patriarch-Catholicos Iliya II of All Georgia (USSR), the new President of the WCC.

The meeting of the Executive Committee convened at the Ecumenical Institute, Bossey, at 11.30 a.m.

On Wednesday, 12 September, there was a reception by the Geneva Canton and Municipal Authorities, and a social evening arranged by the Ecumenical Centre Staff Association.

B. Roll call

The General Secretary called the roll of those attending, presenting apologies from Prof. J. Miguez-Bonino, the Most Rev. O. Sundby, His Holiness Karekin II, the Rev. Dr A. Appel, His Eminence Metropolitan Chrysostomos and the Rev. J. Gatu. It was agreed that Metropolitan Emilianos would represent Metropolitan Chrysostomos, but without having the right to vote.

C. Minutes

The minutes of the meeting held in Kingston, Jamaica, 29-31 December 1978, having been previously circulated, were confirmed.

D. Adoption of agenda

The General Secretary introduced the draft agenda, which was adopted.

E. Messages

It was agreed to send a message of condolence to the Ecumenical Patriarchate on the death of Archbishop Athenagoras of Thyateira on 9 September in London. It was also agreed to send greetings to Patriarch Ignatios of the Greek Orthodox Church of Antioch and All the East on his consecration, and to Bishop Runcie on the announcement of his appointment as Archbishop of Canterbury.

2. LUIZ CARLOS WEIL

The Executive Committee learned with the greatest regret of the sudden death of Luiz Carlos Weil in July 1979.

Luiz Carlos had been Director of the Office for Income Coordination and Development since its formation in 1977, but had been active in the financial work of the World Council for some time before the establishment of this Office.

He had brought many varied talents to his work. His wide business experience and activity, his integrity and enthusiasm, his outgoing friendly personality and his considerable knowledge of the World Council's structure and activities, made him an effective ambassador and interpreter of its programmes and needs to member churches and donor agencies in many countries. He never spared himself in his efforts to secure financial support for the World Council's activities. His guidance to the Finance Committee and his contribution to its deliberations will be very greatly missed.

The Executive Committee placed on record its high appreciation of the life and work of Luiz Carlos Weil.

3. REPORT OF THE GENERAL SECRETARY

The General Secretary paid tribute to ecumenical leaders, WCC committee members and staff who had died since the last meeting: Dr Thomas Campbell, the Rev. Dr E.A. Dahunsi, Fr George Florovsky, Dr Maurice Nyembezi, Prof. Samuel Parmar, Dr Floyd Tomkins, and Mr Luiz Carlos Weil.

The eight months from January to September had been a period of extensive activity, with conferences and consultations in all parts of the world. Staff travel had included team visits to Ethiopia, the German Democratic Republic and Cameroun, and the Travel Coordinating Group was helping staff to visit member churches in addition to their more specialized work. The General Secretary referred particularly to visits to Pentecostal churches in Argentina by Dr Vischer, and in Brazil by Mr Castro and himself. Meetings with representatives of member churches included an Inter-Church Aid consultation in the USA on Service and Unity; a meeting with church finance officers in the USA; a

discussion on ecumenical witness in the USA, and talks during the General Committee of the Christian Conference of Asia on relations between the WCC and CCA.

There had been several visits to Geneva by representatives of member churches. In February His Holiness Pope Shenouda III of the Coptic Orthodox Church had paid an official visit to the WCC. There had also been a visit by the Ecumenical Officer of the British Methodist Church. In March a delegation of twelve persons from the Church of England, led by Bishop David Say, had come to discuss the life and work of the Council and in particular the Programme to Combat Racism. Their report, which was well-written and fair, had been discussed by the Synod of the Church of England and commended for further study. There had been a meeting in June with representatives of the cantonal churches in Switzerland. One of their main concerns had been the lack of communication between the WCC and Swiss churches because too few WCC materials were produced in French and German. A delegation from the churches of Württemberg and Bavaria had visited the WCC and the Lutheran World Federation to discuss relationships between the WCC and World Confessional Families and between their own churches and the WCC. The LWF at its Executive Committee in Brazil had agreed to set up a liaison group to study closer relations between the LWF and WCC.

The General Secretary then reported on his own travels. In January he had been to Cuba and met representatives of the Cuban Ecumenical Council, which was making a tremendous effort to enable the churches to relate their faith to the realities of their existence. He had also met President Castro and raised issues of religious liberty, particularly in relation to Mozambique and Ethiopia. In February he and Dr Raiser had visited Rome and had had meetings with the Secretariat for Christian Unity and the Pontifical Commission Justice and Peace. In a private audience with the Pope he had stressed the importance of continuing cooperation, particularly in the Joint Working Group, and this had led to the Pope's sending a letter to the Joint Working Group meeting the following week. Dr Potter had also raised a number of issues concerning the work of SODEPAX. Following the PCR Commission meeting in Portugal in May, he had visited churches and the Ecumenical Centre there. The WCC's help in resettling Portuguese people from Angola and Mozambique in Portugal had been much appreciated. During a visit to the USA in June the General Secretary said he had attended the Assemblies of the United Presbyterian Church in the USA and the Presbyterian Church in the US. Both Assemblies had given clear votes of support to the WCC. Dr Potter had also met the Secretary-General of the UN and discussed in particular the problems of the Middle East, Vietnam and Southern Africa. In July he and Mr Castro had gone to Brazil for the inauguration of the new church building of the Evangelical Pentecostal Church "Brazil for Christ". They had had contacts with member churches and also with Roman Catholic leaders, who had expressed appreciation of the support of the Council in

their struggle against the violation of human rights and of the work of many WCC sub-units. At a meeting with the President of Brazil, the General Secretary had spoken of his gratitude for the recent amnesty as a first step for a more general amnesty and the President had affirmed his concern for the poor and landless.

Much time in recent months had been spent on questions of realignment. The General Secretariat had met for two days in Bossey and there had been widespread discussion among staff and in commissions and committees on the role of the various sub-units and priorities of work. The General Secretary asked how we faced the recurrent problems of deficits and cutting when essential tasks of the WCC were affected by them. How could the churches be helped to feel that the WCC's work really belonged to them and that they therefore had a responsibility to maintain it?

The WCC had been engaged in many public issues, including the plight of refugees from Indochina, the situations in Uganda, Ethiopia and Nicaragua, and the growing problems of religious liberty. The WCC had also been deeply involved in the work of the UN and its agencies. The Moderator had addressed the meeting of the World Food Council and Metropolitan Gregorios had spoken at the UN Conference on Science and Technology for Human Development.

With regard to the Programme to Combat Racism, Dr Potter referred to the support of many church synods, but asked how the WCC could face the concerted, highly skilled attacks being made on the Council in a number of quarters.

In conclusion, the General Secretary said that in his various meetings with member churches he had been struck by their goodwill to the Council, but also by ignorance of its activities and their selective involvement in its work. He had also seen the difficulty that churches faced in national situations in relating to a body with a global perspective and in dealing with WCC statements and resolutions. How could the churches involve their membership in study of WCC concerns, and how could the WCC make a fresh approach to its relationships with its member churches?

* * *

In discussion, the importance of communication and relationships with member churches, and the responsibility of Executive Committee members in this regard, were stressed. It was pointed out that difficulties were caused not only by the structures of the WCC but also by those of the churches. It was also noted that the WCC was highly respected in many secular circles because it was felt to speak and act with integrity and compassion. Bishop Harms suggested that an advisory board be set up to discuss methods of communication and interpretation of the WCC. Dr McCloud hoped that more international team visits could be arranged, particularly

to churches or areas with special problems. Metropolitan Gregorios asked for more consultation with the regions to ascertain their needs and how the WCC could best serve them. The General Secretary said that the issue was not just one of communication to churches but of the understanding of faith in an interdependent world.

4. REPORTS OF PROGRAMME UNITS AND GENERAL SECRETARIAT

A. Unit I: Faith and Witness

In introducing the report, Dr Vischer noted that since it had been written a number of important meetings had taken place.

Dr Samartha presented the section on the work of the Sub-Unit on Dialogue with People of Living Faiths and Ideologies (DFI). The Core Group meeting in May had identified six components of the future work of DFI: relations with Jews, relations with Muslims, relations with Hindus and Buddhists, relations with primal cultures, relations with people loyal to certain ideologies, and resources in staff and finance available to meet these needs. It was felt that to be effective DFI should have at least three programme staff.

Dr Samartha also reported on the World Conference on Religion and Peace, held at Princeton, New Jersey, USA, from 29 August to 7 September, 1979, which had provided a world-wide forum for delegates from many different countries and religions and had shown that people of different religions were willing to come together. Dr Samartha raised a number of questions about the Conference, in particular its basis and its uncritical acceptance of multi-religious worship, which led to confusion and spiritual poverty. He, nevertheless, felt that the WCC should continue to be related to it in order to perform a critical function. He had discussed the position of the Christian Church in China with the Chinese delegation led by Bishop Ting. They had pointed out that the Church in China had suffered greatly during the cultural revolution and had been kept alive through house churches. Their priority now was to establish their own national identity and they did not want the involvement of Western-style churches or missionaries. A Chinese New Testament was being prepared.

Executive Committee members agreed that the WCC should continue to be associated with the World Conference on Religion and Peace in a selective way, and stressed the importance of the work of DFI, particularly to the churches in Asia.

Dr Vischer pointed out that the report on Faith and Order had been written before the meeting of the Standing Commission at the end of August. The main work at this meeting

had been the revision of the agreed statements on Baptism, Eucharist and Ministry. It had been decided that the revised texts should be divided into the main text and commentaries. Revised statements on Baptism and Eucharist were now available; that on Ministry would require a further year's work. The Standing Commission had also attempted to summarize thinking on "the nature of the unity we seek" and to plan future moves in developing our common understanding of unity. It had recommended that in preparation for the Sixth Assembly discussion on this subject should involve other parts of the WCC in order to avoid different concepts of unity competing with each other.

Dr Vischer reported that the Prayer Calendar was being translated into about 20 languages and was selling well.

The Standing Commission had decided to make available to the churches the report on the issue of the "filioque clause".

The Standing Commission had recommended to postpone from 1980 to 1981 the Consultation on the Community of Women and Men in the Church, owing to lack of funds, and had recommende that the next meeting of the Standing Commission be postponed until January 1981 and that of the Plenary Commission until January 1982 in order to allow more time for preparation. The Committee agreed with these recommendations.

The report on the Commission on World Mission and Evangelism was introduced by Mr Castro who spoke particularly of the theological content of the World Conference to be held in Melbourne in May 1980. The worship life of the Conference would be centred on the Crucified King. There would be four main Conference Sections: Good News to the Poor, The Kingdom of God and Human Struggles, The Church Witnesses to the Kingdom, and The Crucified Christ Challenges Human Power. A document outlining the work of the various sub-sections was presented.

Mr Matthey spoke of the practical arrangments and of the preparations which were going on around the world. There had been many regional and national meetings and the Bible study material would be adapted for use by the different regions and confessions. He presented the list of delegates appointed by the CWME affiliated bodies following the quotas adopted by the Central Committee, and the proposed list of delegates to be appointed by the Executive Committee. Attempts had been made to keep a confessional and geographical balance. It was agreed to refer the second list to the Sub-Committee on Nominations.

Mr Sapsezian presented the report on the Programme on Theological Education, drawing special attention to the follow-up of the Consultation on Orthodox Theological Education and the Consultation on the Meaning of Ministerial Formation held in Manila, Philippines, in July prior to the

Commission meeting. This Consultation had dealt with five case studies and reports would be sent to theological institutions. The work of the PTE Commission meeting had included approval of grants to 99 projects. A European Consultation on Theological Education would be held in the German Democratic Republic in October 1980 and there would be preparatory meetings in six sub-regions.

B. Unit II: Justice and Service

Dr Raiser, as Staff Moderator, presented the report of Unit II. He drew attention to a number of staff changes: Mr Itty, former Director of CCPD, had now left the staff; Dr Koson Srisang had taken up his responsibilities as Secretary for People's Participation in Development; and Dr Ghassan Rubeiz had become Secretary for the Middle East in CICARWS.

All sub-units, with the exception of CCIA, had had their Commission meetings since January and Dr Raiser highlighted a number of events which had taken place in that period. A report on the review of the project system, undertaken jointly by CICARWS and CWME, had been produced by the Special Consultant, the Rev. Donald Newby, and the Commissions had appointed a small joint committee to study it further. All sub-units would be involved in the consultation process on racism in the 1980s. Dr Raiser spoke of the dramatic problem of refugees in many parts of the world and underlined the importance for the work of the whole Unit of events in Indochina. He referred also to the human rights situation in Korea. He drew attention to the conclusion of the evaluation process on CCPD's involvement in development issues since the Commission was established, which gave some perspectives on how the Commission intended to continue its work. Very significant work had been done by the Christian Medical Commission in its study enquiry on Health, Healing and Wholeness and the meetings on this subject had drawn into our work people who had so far had little contact with the ecumenical movement.

Unit II was working on its contributions to the next Central Committee meeting, in particular the reports on the study on the Church and the Poor, on Ecumenical Sharing of Resources, and on the consultation process regarding racism. The Unit Executive Group had just met and considered issues of realignment within the Unit and particularly the future of the Secretariat on Migration, the Secretariat on Human Rights in Latin America, and the Study Secretariat. It was hoped to strengthen common procedures and criteria in terms of budget, funding and fund-raising.

C. Unit III: Education and Renewal

Miss Bam presented the report, indicating that heads of sub-units would speak on specific items connected with their own sections.

The Sub-Unit on Women in Church and Society had held a number of small but important consultations in an attempt to involve women in current debates. The first consultation was on Racism and Sexism, held in New York from 30 March to 1 April, 1979. The aim of the consultation was to surface issues relative to sexism and racism among the four racial ethnic groups in the United States. A few black South African women also attended. The consultation recommended that the same issues should be looked at in Brazil, Australia, Great Britain and Japan. The results were part of an input to the Venice consultation and to the United Nations Mid-Decade Conference to be held in Copenhagen in 1980. Miss Bam reported on the Rural Women's Leadership Seminar which was held in Kenya from 26 April to 6 May, 1979. Twenty-five women leaders from 14 countries participated. The seminar, on the theme "Education for Self-Reliance", covered a wide range of topics, including village technology, primary health care, cooperatives and skills in planning. Its aim was to develop and strengthen the leadership of women to enable them to work on the local level. The final report was on the Women's Conference on Human Rights and Mission which brought together participants from 31 countries. This conference provided first-hand evidence of human rights violation suffered by women around the world. CWME and CCIA had cooperated with the sub-unit on the conference. A two-day meeting of 45 women church leaders had been held prior to this conference. This was intended to give general information to the leaders about the WCC and to plan future strategy for the women's effective participation in the WCC, and especially in the 1983 Assembly.

Miss Bam also paid tribute to Professor Freire's work in basic adult education, and to the contribution of Dr Weber in the field of biblical studies.

Programme developments in the Sub-Unit on Renewal and Congregational Life included a 22-day ecumenical team visit to congregations in the German Democratic Republic and a Middle East regional workshop on Church Renewal and Parish Life, held in Cyprus. A number of future meetings were planned, including a North-East Asia regional workshop to be held in Seoul, Korea, in October, and two meetings in Trinidad in March 1980, a world consultation on "Solidarity in Mission with People struggling to be People" and a consultation on the Significance of the Charismatic Renewal for the Churches. A preliminary paper had been prepared for this latter consultation.

Mr Gill reflected on the work of the sub-unit during its three years of existence and its efforts to find more effective ways of helping the churches to help one another. He believed the sub-unit had become a significant link between those whose primary concern was with the institution of the Church and those whose primary concern was with renewal. The sub-unit had also met with some success in its liaison with creative organizations and movements. It was grateful for the cooperation of national and regional

bodies, exemplified by the Middle East regional workshop. The sub-unit had also been involved in the difficult but worthwhile struggle between Western and Orthodox approaches to the issue of renewal, and Mr Gill paid a special tribute to the Moderator of the Working Group, Patriarch Ignatios, in this connection.

Mr Gill also spoke of three areas in which the sub-unit had not yet been able to make its full contribution: worship, team visits, and the development of an overview of the meaning of renewal. The WCC had a distinctive role to play in these areas.

D. General Secretariat

a. Ecumenical Institute, Bossey

In presenting the report on the Ecumenical Institute, Dr Hertz expressed his pleasure in having the Executive Committee meeting at Bossey (the last time was in 1949). A number of physical improvements had been made to the buildings and financially the Institute was operating within its budget. Programmes had been well-supported. 50 students from 25 countries had attended the 1978/79 Graduate School and 60 students had been enrolled for the next Graduate School. It was hoped to have an Orthodox faculty member by the beginning of the 1980/81 Graduate School.

b. Department of Communication

Mr Bauswein presented the report on the Department of Communication and in particular the recommendations concerning realignment of the Department worked out by its Committee on the basis of Central Committee discussions in Jamaica, the report of the Special Consultant on Publications and the proposals of the General Secretariat meeting in May. The Communication Committee proposed to organize the work of the Department in five sections: Director's Office, including a project team; news and information office; editorial office; publishing office, and language service.

c. New York Office

Dr Wedel briefly presented the report on the New York Office, paying tribute to the work of Dr Bridston.

5. REPORT AND FOLLOW-UP OF WORLD CONFERENCE ON FAITH, SCIENCE AND THE FUTURE

Metropolitan Gregorios said that a full report of the Conference would be presented to the next meeting of Central Committee. The Conference had provided an opportunity for a large number of lay people of high competence who normally had only limited contact with the Church to have their concerns dealt with by the Church at a level not possible in

a congregation, thus drawing these people to the Church and the Gospel. He referred to the unexpected resolution on disarmament which had been initiated by the scientists themselves and had been adopted unanimously by the Conference. He pointed out that the report on nuclear energy had supported the two aspects of the WCC's official position, as developed by the Central Committee in Jamaica, that nuclear energy is a conditional good and that all options should be kept open. The Conference, like all world meetings today, had become the scene of a confrontation between the representatives of the rich and poor nations. He felt that the input to the Conference had been good, but participation and output less satisfactory.

Dr Abrecht reported that the Conference had been attended by between 800 and 900 people. He thought there were three reasons for the interest in this subject: 1) people were seeking an interpretation of the faith equal to the complex of theological, ethical and social issues which the scientific and technological revolution raised; ii) scientists felt they needed help on many practical problems which had serious ethical and social consequences; iii) scientists had had to face the challenge of the rest of the world to see science and technology in a world perspective and this had produced a sense of identity between Christians and people of other religions. Conference speakers from some of the other religions had been very self-critical about the ability of their religions to respond to these challenges. The Conference had demonstrated that the Church could be a place where the intellectual vitality and openness were such that people could look to it for hope and real understanding. A report on the Conference would be published in two volumes and the Working Committee on Church and Society would meet in May 1980 to identify, from among the many possibilities, the main lines for follow-up of the Conference. Dr Abrecht also presented the resolution on nuclear disarmament, "Science for Peace", adopted by the Conference.

In discussion Archbishop Kirill said that his Church had been much impressed by the Conference, which had shown a completely new perspective on cooperation with scientists. He was grateful that there had been a full participation of Orthodox representatives. Bishop Harms asked whether there had been too many presentations to allow for real dialogue. Dr Simatupang asked how the participation of people of other religions in the Conference could be related to the conversations with them arranged through DFI.

Dr Vischer referred to the follow-up in Unit I in terms of theological reflection. The Conference had not succeeded in presenting the whole range of theological thinking going on in the member churches. The most fundamental issues of theology - our understanding of God, the Trinity, and creation - were at stake.

Dr Raiser referred to the meeting of the Unit II Executive

Group, which had identified points of particular concern to the Unit and requested that they be communicated to the Executive Committee. The Group referred to the sub-title of the Conference, "The Contribution of Science and Technology to the Search for a Just, Participatory and Sustainable Society", and noted that the Conference had placed a strong emphasis on the aspect of participation. With regard to the issue of sustainability, the initial preparations for the Conference had been based on an understanding mainly in ecological terms. However, it was now felt that sustainability should be studied in its relationships both to justice and to participation, and the Unit expressed its readiness to participate in the follow-up along these lines. Dr de Santa Ana added that in particular Unit II would be involved in the follow-up on four aspects of the JPSS concern: i) the concern for justice and the disparity in the accumulation of scientific knowledge in different parts of the world; ii) the economic debate; iii) the question of political ethics; iv) a comprehensive approach to sustainability and in particular the threat coming from the armaments race and the dangers created by militarism.

The reports on the MIT Conference, including the resolution on Science for Peace, were referred to the Programme Sub-Committee.

At a later session, on the recommendation of the Programme Sub-Committee, the Executive Committee adopted the following minute:

> The Executive Committee received with interest a preliminary report from Metropolitan Gregorios, Moderator of the Sub-Unit on Church and Society, and from Paul Abrecht, its Director, on the World Conference on Faith, Science and the Future held at MIT, Boston, Mass., USA, July 12-24, 1979. There was discussion of the Conference findings on such matters as the Science-Faith debate; the dialogue with other religions about science; the contribution to the ecumenical discussion of JPSS, and the plans for the follow-up of the Conference. In the light of this discussion, the Executive Committee took the following actions:
>
> i. endorsed the Conference resolution on Science for Peace (Appendix III) and commended it to the churches for study and appropriate action, and also authorized the General Secretary to send the resolution to scientific organizations and governments, informing them of the action of the Conference and inviting them to join in supportive actions;
>
> ii. received the information that the report of the Conference will be published in the coming months in two volumes: Volume I containing the presentations to the Conference, and Volume II the reports and recommendations;
>
> iii. noted the contribution of the Conference to

ecumenical understanding in many areas especially on science and faith, the dialogue with other faiths about the challenge of science, and the further development of the meaning of a just, participatory and sustainable society. In this connection the Executive Committee noted expressions of readiness on the part of all Units and several sub-units to work together for the further elucidation of concepts like Justice, Participation and Sustainability; and within Unit I, for cooperation between the sub-units in the promotion of dialogue on the science-faith issue, especially in the wider context of other religions and cultures;

iv. noted that the Working Committee on Church and Society would meet in May 1980 to prepare a plan for the follow-up of the Conference, and welcomed the promise of a more detailed report on the Conference and on the follow-up at the meeting of the Central Committee in August 1980;

v. recalled that the World Conference at MIT spoke to and not for the WCC; and noted that recommendations like the call for a five-year moratorium on new nuclear reactors will be formally considered by the Central Committee when it receives the full report of the Conference, and understood that, in the meantime, the programme on Energy for my Neighbour would solicit the views of the churches and other groups on the Conference report on Energy, including the recommendations for a moratorium;

vi. urged the churches, councils of churches and other interested groups to make their own preparations for the follow-up of the Conference through local and regional meetings, study groups, research projects, preparation of articles and books on the main issues, etc. It also noted that many Conference participants have already expressed their interest in helping to interpret the Conference to local and national groups and to develop an on-going programme.

The General Secretary paid tribute to Metropolitan Gregorios and Dr Abrecht for their work. It was agreed to send a letter of thanks to Metropolitan Gregorios' church for enabling him to give so much of his time, experience and wisdom to the Conference.

6. REPORT OF THE REVIEW SUB-COMMITTEE

In presenting the report, Dr Wedel reminded the Executive Committee that the Review Committee which had reported at Jamaica had completed its task and that the present report came from a sub-committee of the Executive Committee appointed by Central Committee. The Sub-Committee had limited its work to items which could be put into effect at the beginning of 1980. It planned to meet again and to report to the Executive Committee immediately prior to

the Central Committee in August 1980. Dr Wedel presented the report (Appendix IV) and highlighted its main points. She expressed the gratitude of the Sub-Committee to the staff of the sub-units for their cooperation.

In discussion Dr McCloud, Mrs Jiagge and others spoke strongly against the proposal regarding the Sub-unit on Renewal and Congregational Life. Dr Rossel felt uneasy about the proposed move of the Programme on Theological Education to Unit III. Metropolitan Gregorios suggested that Unit III might be strengthened by the inclusion of the Department of Communication. He regretted the proposed reduction in the budget of DFI and stressed the importance of relating to Asian cultures. Dr Marshall emphasized that, although the Review Sub-Committee had had to take financial restrictions into account, its main concern had been the proportions and relationships of the Council's programme.

The report of the Review Sub-Committee, together with the recommendations of the Communication Committee (see p. 9 Report of Units), were referred to the Programme Sub-Committee and the Finance Sub-Committee. At a later session Miss Skuse, on behalf of the Programme Sub-Committee, presented a proposed minute, which the Executive Committee adopted as follows:

> The Executive Committee received with appreciation the report of the Review Sub-Committee. It was noted that the report was of an interim character and that the Sub-Committee would continue its work with a view to bringing a fuller report to the meeting in August 1980. The recommendations of the report were considered in detail by the Sub-Committees on Finance and on Programme. Taking into account the modifications of the report necessitated by actions of this Executive Committee regarding financial and programme matters (in particular concerning the Communication Department, the Study on the Community of Women and Men in the Church, and Renewal and Congregational Life), the Committee agreed:
>
> i. to approve the recommendations for revision of specific items in the Central Church Treasuries portion of the draft budget;
>
> ii. to approve in principle the proposed transfer of the Programme on Theological Education to the Programme Unit on Education and Renewal, as well as the suggested realignment of programmes between the Sub-Unit on Education and CWME;
>
> iii. to affirm the initiatives already underway exploring possibilities for realignment within Unit II as well as in the areas of funding and relationships;
>
> iv. to recall the actions taken by the Central Committee at Jamaica regarding the process of realignment and

adaptation of the Council's operating structure (see Minutes 1979, p. 23), and to instruct the Review Sub-Committee to give further attention to these matters with the expectation that a full report will be submitted to the Executive Committee in August 1980.

Miss Skuse further reported that the Programme Sub-Committee had considered the report and recommendations concerning realignment of the Communication Department in the light of the observations and recommendations made by the Review Sub-Committee. They had found themselves in substantial agreement with the positive appreciation of the proposed realignment expressed by the Review Sub-Committee. The Programme Sub-Committee therefore recommended, and the Executive Committee agreed:

i. that the new operational policy and organizational structure of the Department as proposed by the Committee on Communication be implemented as soon as possible, including the transfer of Radio/TV work to the News and Information Office, as well as the establishment of the new Publishing Office and of the Project Team. It was recognized that the process of implementation might have to pass through several stages depending on the availability of staff, in particular the appointment of a new Director of the Department;

ii. that a progress report on the implementation be brought to the meeting of the Executive Committee in February 1980, hopefully by the new Director;

iii. that the publication of the Ecumenical Review be continued through 1980 with the understanding that specific proposals regarding a possible future quarterly publication be presented to the Central Committee as suggested by the Review Sub-Committee;

iv. that the proposed strengthening of the Publications Section be affirmed in principle with the understanding that the process of implementation and the financial implications will be further considered and a report brought to the Central Committee in 1980.

Miss Skuse also reported that the Programme Sub-Committee had considered the progress of the Study on the Community of Women and Men in the Church as outlined in the Report of Unit I and the recommendations contained in the Report of the Review Sub-Committee. They had noted the necessity to continue the programme for another year in the light of the increasing interest in the Study and the need for further time to plan and finance the proposed international consultation. On the recommendation of the Sub-Committee, the Executive Committee:

i. reaffirmed the importance of the Study on the Community of Women and Men in the Church as a significant concern of the WCC and member churches at the present time;

ii. noted with satisfaction the world-wide response to the programme;

iii. confirmed the urgent need for further financial support to make the programme viable.

The Executive Committee agreed:

i. that the Study be authorized to continue until 1981 with the understanding that the timing of the international consultation in 1981 be coordinated with other events planned for that year and that a report be brought to the Central Committee in 1981;

ii. that the proposed size and budget for the international consultation be reduced by at least one-third as recommended by the Faith and Order Commission;

iii. that a further approach be made as soon as possible to member churches and appropriate church organizations for designated income for the programme, and in particular for the concluding international consultation in 1981.

The Programme Sub-Committee further recommended, and the Executive Committee agreed, that unless designated income for 1980 should increase substantially, action be taken according to the proposals of the Report of the Review Sub-Committee, namely:

i. that the proposed budget of Faith and Order be reduced by the amount of Sfr. 36,200 representing the claim on Central Church Treasury funds by the programme;

ii. that this amount be covered by the two sponsoring sub-units from programme contributions.

With regard to Renewal and Congregational Life, the Programme Sub-Committee had considered the recommendation made by the Review Sub-Committee that the main programme of the sub-unit should be transferred to CWME. There was no unanimous opinion in the Sub-Committee regarding this recommendation. Recognizing the validity and inter-relatedness of programmatic as well as financial considerations, the Sub-Committee came to the following conclusions:

- The emphasis on renewal and congregational life which has grown out of the work of the Fifth Assembly at Nairobi should be maintained and developed further;

- the Programme Unit on Education and Renewal, which has tended to be the weakest among the three Programme Units, should be strengthened;

- the discussion about the recommendation by the Review Sub-Committee has indicated that there are possible alternative solutions which should be explored seriously.

The Sub-Committee on Programme therefore recommended, and the Executive Committee agreed:

i. that the Sub-Unit on Renewal and Congregational Life continue to operate in its present form;

ii. that its 1980 proposed budget be reduced as suggested by the Working Group (i.e. transfer of ½ staff position to CWME, reduction of number of consultations), thus relieving CCT by at least Sfr. 75,000;

iii. that authorization be given for the sub-unit in collaboration with other sub-units in Unit III as well as PTE and CWME to develop a plan for increasing substantially the designated income for the sub-unit, particularly from sources concerned for Mission and Education;

iv. that a progress report be brought to the Executive Committee in February 1980.

7. THE DISABLED AND THE WHOLENESS OF THE FAMILY OF GOD

Mr Gurney, on behalf of the Task Force on the Disabled, presented a paper entitled "The Disabled and the Wholeness of the Family of God", and outlined the work being done and planned in response to the concern expressed by the Nairobi Assembly on this subject and in preparation for the UN International Year of the Disabled in 1981. An extended Task Force, including people outside the staff working with the disabled, had been set up and would present firm proposals to the Executive Committee in February 1980.

Dr McCloud asked for reconsideration of the title of the paper: "persons with disabilities" would be a better phrase. He did not believe that disabilities and suffering should be equated and hoped that the paper would stress that persons with disabilities had something to contribute to the community and we were therefore in partnership with them.

The Executive Committee agreed to give general approval to the limited circulation of the paper in order to engage others in the discussion and requested that a progress report be brought to its next meeting with a view to a fuller report being made to the Central Committee in August 1980.

8. REVISED PLANS FOR WORLD YOUTH CONFERENCE

Mr Moss referred to the decision by the Central Committee to approve in principle the holding of a World Youth Conference in 1981. The plan had been discussed further at a meeting in Beirut of regional youth secretaries, the Executive of the Youth Working Group and several consultants. The regional secretaries had not felt that such a conference was a priority and did not wish to commit their resources to it. After a full discussion, the meeting had proposed a plan for building an ecumenical youth fellowship, based on the relationship between the WCC and the regional bodies and churches. They would try to see all regional meetings as part of the total ecumenical youth work and increasingly there would be common planning of the regional and inter-regional programmes. This would involve closer integration of World Youth Projects with the regional ecumenical programmes, as well as a move towards a more coordinated approach to fund-raising.

The theme for the programmes would be Faith and Justice - the meaning of Christian faith today and how we struggle for justice both in local situations and globally. The cost of the new plan would be less than half the proposed budget for the World Youth Conference.

Mrs Sampath and Mr Bena-Silu questioned the new proposals, feeling that the churches, through the Central Committee, rather than the Working Group on Youth or particularly the regional secretaries, should set the priorities. Other members regretted that there had not been more consultation with the regional secretaries before the Jamaica Central Committee.

The Moderator said that the Officers had discussed the proposed plan and felt that the changed strategy was aimed at the goals set by Central Committee. Dr Visser 't Hooft thought that the new plan was quite different from the proposed World Conference and would mean the end for the time being of the catholicity of WCC youth work.

The question was referred to the Programme Sub-Committee.

At a later session Miss Skuse reported that the Programme Sub-Committee had noted a number of events which had occurred since the Central Committee meeting in Jamaica and the further information which was available. These included:

- the concerns expressed by the meeting of Regional Youth Secretaries in Beirut in April 1979;

- anticipated financial difficulties in meeting the proposed budget for a world youth assembly in 1981;

- the advice that four regional ecumenical organizations (AACC, CCA, CCC and PCC) planned to hold assemblies in 1981;

- other regional youth programmes and the need for active cooperation with the region.

The Programme Sub-Committee therefore recommended, and the Executive Committee agreed:

i. that Central Committee be asked to reconsider its earlier decision to authorize the holding of a world youth assembly in 1981 in the light of these changed circumstances;

ii. meanwhile to encourage the Sub-unit on Youth to proceed with the programme timetable leading to the WCC Assembly in 1983 as outlined in the Appendix to the Unit III report;

iii. to authorize the seeking of the necessary funds for the implementation of a new programme on the basis of designated contributions and in the light of priorities to be determined by the Finance Sub-Committee.

9. BICENTENARY OF THE SUNDAY SCHOOL MOVEMENT

Dr Becker presented plans for an international conference in 1980 and a proposal for a message from the Executive Committee on the occasion of the Bicentenary of the Sunday School movement. These matters were referred to the Programme Sub-Committee and the Finance Sub-Committee was asked to consider the financial implications of the proposed conference.

Following the report of the Programme Sub-Committee, the Executive Committee:

i. received the outline of plans for an international conference in 1980 on the occasion of the Bicentenary of the Sunday School movement and the International Year of the Child. It was noted that the conference would be organized jointly by the WCC Sub-unit on Education, the Education Department of the Lutheran World Federation, and the European Conference on Christian Education (ECCE);

ii. agreed to authorize the Sub-unit on Education to proceed with the preparations of the conference along the lines indicated with the understanding that the comments and suggestions made during the discussion in the Executive Committee, particularly regarding the objectives and the theme of the Conference, be taken into account;

iii. agreed to issue the following message on the occasion of the Bicentenary of the Sunday School movement:

The Executive Committee of the World Council of Churches, mindful of the forthcoming bicentennial of the Sunday School movement, records its gratitude for the contributions of the Movement to the life, nurture and renewal of the people of God and particularly to the ecumenical movement. At a time when many of our member churches are reflecting anew on the needs, aspirations and rights of children and their place in the fellowship and sacramental life of the Church, the Executive Committee draws the attention of the churches to the threefold heritage of this two hundred year old movement:

- its conviction that Jesus Christ is the Saviour and friend of all children;

- its understanding of Christian education in which explicit instruction is only a small part and which embraces also youth and adults;

- its contribution to the cause of ecumenism.

The Executive Committee is aware that, with the integration of the World Council of Christian Education (dating back to the World Sunday School Association of the 19th century) into the World Council of Churches in 1972, this threefold heritage is now the responsibility of the WCC as a whole. The forthcoming bicentenary offers a timely opportunity for the WCC to give increased visibility to its efforts in bringing the joyous Gospel of Christ into the lives of boys and girls, young people, and women and men.

O. INTERIM REPORT ON THE REVIEW OF THE WCC SCHOLARSHIPS PROGRAMME

Dr Becker presented the interim report on the review of the Scholarships Programme recommended by the Working Group on Education, the Review Committee and the Unit III Committee of Central Committee. Discussions were taking place on different levels with different groups and it had been decided, while the review process was underway, to limit the selection of new candidates for scholarships for the academic year 1980/81, and to postpone the appointment of a new Programme Secretary.

In addition to the Scholarships Office, scholarships were granted by the Programme on Theological Education, the Refugee Service, and the Gradudate School of the Ecumenical Institute. The need for a better working relationship was obvious. There was also a variety of programmes and projects for leadership training and it was suggested to use the Scholarships Programme as an instrument of an integrated

approach towards ecumenical leadership development. The aims, functions, guidelines and procedures of the Scholarships Programme needed revision and the office work should be reorganized and streamlined. It was also suggested that the contact between the Scholarships Office and the national correspondents should be intensified. At the moment, Dr Becker said, the programme of the Scholarships Office was not basically different from that of other scholarships programmes. It was proposed that in future the WCC Scholarships Office might concentrate on providing scholarships for ecumenical studies or studies in an ecumenical setting. The WCC would thus offer a programme different from all others and immediately related to its specific responsibility for the growth of the ecumenical movement. A final report would be presented to the Executive Committee in February 1980.

Dr Wedel expressed the appreciation of the Review Committee for the serious attention given to one of their recommendations.

Mrs Jiagge and Mr Bena-Silu expressed concern at what appeared to be a narrowing of the focus and diversity of WCC scholarships. Bishop Harms stressed the importance of avoiding overlapping with other organizations.

The Executive Committee received the report and agreed to authorize its follow-up in the light of the comments made.

11. PLANS FOR CONSULTATION WITH REPRESENTATIVES OF ORTHODOX MEMBER CHURCHES

Fr Tsetsis presented a report, referring to the discussions in Jamaica between Eastern Orthodox members of the Central Committee, the WCC Officers and Orthodox members of staff, at which it had been agreed to plan an ad hoc consultation between the WCC and representatives of the Orthodox churches. The Orthodox Task Force had considered the points raised which could be summarized as follows:

a) Orthodox issues and the Orthodox vision of Christian unity must become an integral part of the WCC programme.

b) Orthodox theological and ecclesiological viewpoints were not adequately reflected in documents and statements emanating from the WCC.

c) A proper balance between the vertical and horizontal dimensions in WCC activities must be maintained.

d) A more transparent participation of the Orthodox in the WCC life and programme implied a substantial increase in their financial contributions to the WCC.

e) Changes in structure, rules and procedures were needed to provide a fuller Orthodox participation in the WCC staff and in its meetings.

In discussion Metropolitan Gregorios said that very few Protestants had taken the trouble to learn the Orthodox "language" in order to communicate with the Orthodox. The WCC was not yet fully ecumenical. Bishop Antonie stressed that the Orthodox wanted to be more active in the Council and to be real partners in dialogue, but for a real dialogue a balance was necessary. He welcomed the proposed meeting but stressed that all Orthodox churches should be consulted about it and should name their representatives. Archbishop Kirill, on the other hand, felt that the consultation should not be considered as an official pan-Orthodox meeting but should be treated like any other consultation authorized by the Executive Committee. He spoke of the connection between Orthodox theology and the theology of the Third World and asked that this be kept in mind.

The Executive Committee agreed:

i. that plans for the forthcoming meeting with representatives of Orthodox member churches should proceed on the lines of the paper presented and in the light of its discussion;

ii. that the agenda should be agreed upon by the Orthodox members of the Executive Committee;

iii. that the consultation should take place in the spring of 1980, the place of the meeting being decided upon by the General Secretary in consultation with Orthodox members of the Executive Committee and the Staff Task Force.

12. ROMAN CATHOLIC RELATIONSHIPS

A. Joint Working Group

Dr Vischer presented a report on the meeting of the Joint Working Group at Le Louverain, Neuchâtel, 26 February - 2 March 1979, and the suggestions for its future work. The Joint Working Group had received a message from Pope John Paul II, encouraging its work, and it had responded by making a number of firm recommendations. Dr Vischer spoke of the new pontificate and the primary concern of the Pope for the renewal of Roman Catholic witness in the world. The whole mood was rather conservative and favourable to maintaining traditional discipline. Dr Vischer pointed out that the Pope was increasingly behaving as episcopus universalis and referred to his constant emphasis on Mariology.

Metropolitan Gregorios commented that the Pope was a man who learned very quickly from experience. His first encyclical had said little about poverty and justice in the world and it was to be hoped that he would soon express himself strongly on this problem. He added that the Pope's

Christology emphasized that Jesus Christ was united to every single human being, but that he had not worked out the implications of this for the role of the laity.

The Executive Committee

i. received and generally endorsed a document "Suggestions for Future Work of the Joint Working Group between the Roman Catholic Church and the World Council of Churches" from its meeting at Le Louverain, Neuchâtel, Switzerland, February 26 - March 2, 1979;

ii. appreciated the message received by the Joint Working Group from His Holiness Pope John Paul II stressing the need "to intensify the effort to hasten the re-establishment of unity among all Christians", and expressing the desire "that an increasing collaboration be assured in all fields where that is possible between the Catholic Church and the World Council of Churches", as well as the question His Holiness put in the encyclical 'Redemptor Hominis' "to all who, for whatever motive, would wish to dissuade the Church from seeking the universal unity of Christians" : "Have we the right not to do it?";

iii. reaffirmed the plans outlined in the Fourth Official Report of the Joint Working Group (1975) and expressed satisfaction at the implementation of the proposals in the field of (i) the Unity of the Church, (ii) Common Witness, and (iii) Social Thought and Action;

iv. endorsed the three particular initiatives proposed for immediate action: (i) the preparation of the UN Year of the Handicapped; (ii) the defence of Human Rights and Religious Liberty; and (iii) a common stand on the armaments issue;

v. approved in general the envisaged initiative to reflect on a comparative study and possible common approach to social questions and issues in social ethics;

vi. stressed the new possibilities opened up by the WCC-sponsored World Conference on Faith, Science and the Future in July 1979 for further collaboration in the follow-up of the issues raised by the Conference in which there was substantial Roman Catholic participation; especially in Faith-Science issues, and in questions of social ethics;

vii. welcomed the intention of the Joint Working Group to explore possibilities of greater visibility in order to ensure more effective communication with

all parts of the constituency on both sides and to stimulate greater local collaboration;

viii. expressed the hope that a response from the Roman Catholic Church will soon be forthcoming; and

ix. requested the General Secretary to prepare for a further discussion at the next meeting of the Executive Committee in February 1980, taking into account in particular the report of the Third Assembly of Latin American Bishops Conferences at Puebla in February 1979, and any responses from member churches to the ecumenical initiatives taken under the new pontificate.

B. SODEPAX

Dr de Santa Ana reported on the recent meeting of the SODEPAX Executive Group. SODEPAX was now basically a study programme, its two main studies being on the problems of disarmament and development. It was also involved in other studies related to witness and social concern, including the search for a new society, a case study on ecumenical collaboration on social questions in Canada, and on-going liaison between the WCC and Rome on development and religious liberty. Background documents were being prepared for study by both sides and the results of the discussion would be published in "Church Alert", which was now edited and printed by the Vatican press.

13. PROCESS OF CONSULTATION ON RACISM

The General Secretary introduced a document on the process of consultation on the involvement of the churches in combating racism in the 1980s. Following the resolutions of the Central Committee in Jamaica, he had written to all member churches, national and regional councils and members of Central Committee informing them of the decision and urging them to take the necessary initiatives in their respective regions. There had been a positive response from many areas and a number of national and regional consultations had already been held or were planned. The PCR Commission at its meeting in May had recommended to the Executive Committee that a World Consultation on "The Churches' Response to Racism in the 1980s" be convened by the WCC. A budget of US $300,000 would have to be raised. The guidance of the Executive Committee was needed on a number of points: (i) concrete issues which may be addressed to all regional and national consultations for their responses which should be made available to the World Consultation; (ii) the regional breakdown for participants in the World Consultation and the manner of selection and invitation; (iii) the nomination of a moderator of the Consultation; (iv) fund-raising for the process of

consultation. The proposed regional breakdown of participants in the World Consultation was as follows: Africa - 22; Asia, including Australia and New Zealand - 18; Europe - 22 (East Europe - 5, North - 4, South - 3, Central and West - 10); North America - 20; Latin America and Caribbean - 15; Pacific - 3. There would be 20 staff, including interpreters. It was suggested that Archbishop Scott be invited to be moderator of the Consultation.

In discussion it was suggested that a 10-page background document, including major WCC statements since 1937 and a summary of the work of PCR in the last ten years, should be prepared. It was also suggested that a bibliography of significant articles which had appeared in recent months should be circulated to participants in the consultation process. Miss Skuse proposed that a checklist should be circulated so that participants came to the meetings equipped with information about the situation in their own countries. It was essential that the regional meetings address themselves in the first instance to racism within their own region.

The General Secretary introduced a memorandum from the PCR Commission to the Executive Committee on the future of the Special Fund. Members felt that such a document would be a helpful background and discussion paper, which should be circulated.

It was noted that participants in the national and regional consultations would be nominated by the member churches. It was essential that consultations at all levels have a balanced representation involving representatives of the member churches, of race relations desks of churches and councils, and representatives of racially oppressed groups. It was stressed that much in the World Consultation would depend on what happened in the national and regional consultations and participants in it should represent that process.

Some criticism of the proposed title of the World Consultation was expressed and it was agreed that this should be given further consideration.

With regard to the financing of the World Consultation, it was suggested that some churches which had not contributed to the Special Fund might be challenged to support this project. The Special Fund itself might be used to finance the attendance of representatives of racially oppressed groups. The question was referred to the Finance Sub-Committee for further discussion. (See Report of the Finance Sub-Committee, p. 39)

The Executive Committee agreed

i. to convene a World Consultation to consider how to continue the struggle against racism in its many forms in the 1980s in view of the profound

changes that have taken place in the past ten years, and in particular

a) to find out from one another in our different regions and situations what qualitatively new aspects of racism - overt and covert - are emerging both within the churches and in society which need to be taken into consideration;

b) how to deal with these forms of racism on a local, national, regional, and world-wide level, taking into consideration the experiences already gained, the questions raised and the criticisms made over the past period.

The World Consultation would consider the findings and results of the national and regional meetings and it would make specific recommendations both about the churches' and the WCC's future role to the Central Committee meeting in August 1980;

ii. to hold the Consultation on June 16 to 21, 1980, in the Netherlands;

iii. that there would be 120 participants, including PCR Commission members, staff and interpreters. Nominations of participants should come from the national and regional consultations. The final selection would be made by the Executive Committee at its meeting in February 1980 but invitations could be sent immediately to a few key persons;

iv. that 20 additional places should be given for media attendance. The WCC News Office would invite selected representatives of the media asking them to pool resources;

v. that the agenda and material for the consultation would be largely provided by the preceding national and regional meetings. Critical analyses should be solicited from the regions from persons knowledgeable in the field of racism. In addition, WCC staff would prepare background information documents and discussion papers on several basic subjects to stimulate the debate and the preparatory process;

vi. that in order to help organize the World Consultation, a special consultant would be engaged (if possible by secondment) for a period of 8 months;

vii. that Archbishop Scott be invited to be moderator of the Consultation.

14. SPECIAL FUND TO COMBAT RACISM

Mr Sjollema presented the recommendations of the PCR Executive Group for grants from the Special Fund. A total of 62 applications had been received, of which 36 were recommended for approval. With regard to Zimbabwe, separate applications had been received from ZANU and ZAPU. The PCR Executive Group recommended continued support of these movements, but a joint application as the Patriotic Front had not been received.

Since the meeting of the PCR Executive, a telex had been received by the General Secretary from the Patriotic Front requesting a grant towards the costs of bringing supportive and administrative personnel with their official delegation to the constitutional talks in London.

After discussion, Mrs Jiagge moved that the Executive Committee regard this joint request as of an emergency nature and approve a grant of £16,000 to the Patriotic Front for the purpose indicated. This would symbolize the WCC's long-standing commitment to seeking a negotiated and peaceful settlement in which all parties could fully participate. It was suggested that the General Secretary should write to the PCR Executive Group explaining the action of the Executive Committee. The motion was put to the vote and accepted. Dr McCloud abstained from voting. On the basis of his understanding of the mandate and procedures guiding the Special Fund, he said he did not believe that the Executive Committee had authority to initiate recommendations for the Special Fund but should receive recommendations from the PCR Executive.

In line with the request of the Central Committee that advance information should be given to member churches and Central Committee members before announcement to the press, it was agreed that a letter be sent to member churches and Central Committee members immediately, with a press embargo until 12.00 GMT, 21 September 1979.

With regard to the grants recommended by the PCR Executive Group, the Executive Committee agreed:

i. that action on the applications from ZANU and ZAPU be deferred until the February meeting of the Executive Committee in order to allow for further consultation;

ii. not to approve two other proposed grants;

iii. to reduce the amount of one grant;

iv. to approve all other proposed grants in the total amount of US$ 349,000 (Appendix V). Bishop Harms voted against the grant to the two organizations in the German Federal Republic;

v. that the full list of grants would be sent to member churches and Central Committee members with a press embargo.

The question was raised in a number of cases of the application of criterion 5 c, referring to applications from organizations in countries where political involvement precluded help from other sources. It was felt that some organizations applied to the Special Fund primarily in order to obtain international involvement. It was suggested that the various consultations to be held on racism should give attention to this matter.

15. PUBLIC ISSUES

A. Religious liberty

Mr Niilus introduced a background paper prepared by staff and which referred to events in the last two years which showed an alarming trend towards the restriction of religious liberty. The paper included notes on twelve countries where there had been a marked worsening of the situation of member churches or where proposed new legislation was regarded by the churches as a threat to religious liberties. This information had been largely provided by member churches or NCCs.

After full discussion the Executive Committee adopted a statement on religious liberty (Appendix VI). Dr Kang abstained from voting.

B. Indochina

Mr Koshy introduced background information prepared by CCIA and mentioned particularly the change of government in Kampuchea, the war between China and Vietnam, and the plight of the refugees from Indochina. The WCC had held a consultation on the refugee situation in Indochina immediately after the UN conference on the subject in July, and in August an ecumenical team had visited Kampuchea.

The Executive Committee noted that CCIA intended to issue the paper on the Indochina conflict as a CCIA Background Information document.

Mr Fischer underlined the importance of the consultation on Indochinese refugees, which was well attended by the churches involved, and of the efforts to channel humanitarian assistance to Kampuchea. CICARWS had issued an appeal for resources for an initial airlift of relief supplies from Thailand into Kampuchea, and it was hoped that a shipment of larger quantities of food would be possible later.

The Executive Committee agreed:

i. to receive the report on the consultation on Indochinese refugees convened by CICARWS in Geneva on July 24-25, 1979;

ii. to express its gratitude to member churches and related agencies for all efforts so far deployed to assist refugees in countries of first asylum and also for their resettlement;

iii. to call on member churches to intensify their advocacy activities for refugees by persuading their governments and their own constituencies of the need to increase resettlement quotas, speed up procedures and accelerate movements of refugees to countries of resettlement;

iv. to commend the efforts of churches and specialized agencies in the area of relief, rehabilitation, reconstruction and development aid as a valuable contribution to peace and stability in the region;

v. to request CICARWS, in cooperation with CCA, to continue its coordinating role with churches and agencies and also its collaboration with UNHCR and other humanitarian organizations, in responding to the needs of refugees from Indochina and to the emergency needs in the countries of Indochina.

C. Zimbabwe

Mr Koshy presented a paper on Zimbabwe. He referred to the constitutional conference which was beginning in London, pointing out some major differences between this and previous constitutional conférences and indicating the problems on which negotiations would be difficult.

The Executive Committee agreed to appoint the following group to draft a statement: Mrs Jiagge (convener), Mr Bena-Silu, Dr McCloud, Miss Webb.

At a later session the Executive Committee adopted the following statement submitted by the drafting group:

The Executive Committee of the World Council of Churches meeting at the Ecumenical Institute, Bossey, Switzerland, from September 10 - 14, 1979

welcomes the constitutional conference on Zimbabwe which began on September 10, 1979 at Lancaster House, London, following up the declaration of the Commonwealth Conference at Lusaka in August 1979;

recalls that the WCC has on several occasions called upon member churches to support international efforts for a negotiated and peaceful settlement in Zimbabwe,

involving all parties to the conflict, and has criticized the internal settlement and its constitution which provides for the maintenance of the white minority's power and privileges;

recognizes that the constitutional conference on Zimbabwe differs substantially from earlier constitutional conferences held for the decolonization of British colonies, because of the continuing war, the degree of international involvement and the residual nature of British constitutional authority;

assures the people of Zimbabwe that they are upheld by the intercessions of the churches in the fellowship of the World Council of Churches at this time of crucial negotiations regarding their future, and

urges the UK government, the government in Zimbabwe-Rhodesia and the Patriotic Front to work for a comprehensive settlement that would bring an end to the war, provide a constitution in which all citizens will enjoy equal rights, and ensure an adequate and impartial machinery for the maintenance of law and order during the transitional period and for the conduct and supervision of elections.

D. Northern Ireland

Mr Koshy introduced a note prepared by CCIA on the situation in Northern Ireland. A new wave of terror, including the murder of Lord Mountbatten and members of his family, and 18 British soldiers, had resulted in an increased emphasis on security, but the complex basic problems remained unaltered. The WCC should recognize the difficulties of the churches in this situation and it was proposed to send them a pastoral letter expressing sympathy and understanding.

At a later session Mr Koshy presented the proposed text of the pastoral letter and the Executive Committee agreed that this should be sent to member churches in Ireland. (Appendix VII)

E. Middle East and Lebanon

Mr Niilus reported briefly on the situation in the Middle East. He recalled the report contained in the circular letter to the member churches on the Middle East (November 1978) and the guidelines by the Central Committee in January 1979. New trends in the situation were an increasing awareness of the essential importance of a solution of the Palestinian question in the whole area and the recognition of the need for direct involvement by the Palestinians in all negotiations related to it.

The question of Jerusalem was again becoming a central issue and this was of special concern for the churches.

The CCIA, in cooperation with other sub-units and the Middle East Council of Churches, was planning consultations on some of these issues. A consultation organized jointly by CICARWS and the MECC on the Palestinian refugee programme would be held in Cyprus in November.

16. REPORT OF THE NOMINATIONS SUB-COMMITTEE

Miss Skuse presented the report of the Nominations Sub-Committee.

A. Central Committee

It was reported that there were currently four vacancies on the Central Committee. On the recommendation of the Sub-Committee, the Executive Committee agreed to nominate Mr Vibul Pattarathammas, Moderator of the Church of Christ in Thailand, for appointment to succeed Dr Srisang, who had resigned on his appointment to the WCC staff.

B. Membership of Commissions and Working Groups

On the recommendation of the Sub-Committee, the Executive Committee agreed to make the following appointments, for final confirmation by the Central Committee at its next meeting:

Unit I - CWME: Dr Yap Kim Hao, Methodist Church, Singapore, in place of the Rev. Harry Daniel who had resigned.

Unit II - CICARWS: Dr Florence Dolphyne, Methodist Church, Ghana, as an additional Commissioner from Africa.

Unit III - Youth: Mr Juan Sepulveda, Pentecostal Mission Church, Chile, in place of the Rev. Hector Mendez.

Ecumenical Institute Bossey: Rev. Nael Cortez, Methodist, Philippines, in place of Prof. Samuel Amirtham, who had been appointed to the WCC staff.

C. Participants in the CWME 1980 Conference

The Sub-Committee had noted the composition of the list of delegates appointed by the CWME affiliated bodies following the quotas adopted by the Central Committee. It had also recalled the quotas assigned to regions by the Central Committee. In this light, it recommended, and the Executive Committee agreed to approve the list of names of delegates to be appointed by the Executive Committee as submitted by the CWME Commission, with one change.

17. REPORT OF THE FINANCE SUB-COMMITTEE

Dr Marshall presented the report of the Finance Sub-Committee as follows:

1. 1978 Financial Report

The 1978 Financial Report has been published and circulated to member churches. The implementation of the new computer system enabled the financial statements to be presented in a new form, and to provide information additional to that included in previous years. Although the omission of the numerous appendices previously provided may give concern to a few recipients, on the whole it is anticipated that the simpler presentation will be welcomed.

Unfortunately, some computer-related problems were encountered and the resolution of these, coupled with the considerable time required to finalize the new format, caused later publication of the accounts than had been anticipated.

The Audit Committee met on two occasions to discuss the financial statements. Because of delays in preparing the final figures, the first meeting was largely confined to a discussion on accounting procedures and format. At their second meeting, the Audit Committee had all the figures necessary for their purpose.

The World Council operated for the first time in 1978 on fixed rates of exchange for accounting purposes.

The Finance Sub-Committee noted the significant features of the 1978 financial year. They noted especially that, whenever sales of other currencies for Swiss francs were made, actual exchange rates were usually lower, in some cases much lower, than the fixed rates, thus creating exchange losses. The total realized 1978 exchange loss was Sfr. 4,454,271.

By converting a greater proportion of other currencies than necessary into Swiss francs, an unrealized exchange profit of Sfr. 3,044,108 was created when assets and liabilities were exchanged into Swiss francs at year-end rates.

As agreed by the Central Committee in January 1979, 10% of income from investments was transferred to the Exchange Fluctuation Reserve. A summary of the Exchange Fluctuation Reserve movements can be made as follows:

	Realized exchange loss	Sfr. 4,454,271
Less	Unrealized exchange profit	3,044,108
		Sfr. 1,410,163
	10% of investment income	285,415
	Net exchange loss	Sfr. 1,124,748
		==========
	Year-end balance	Sfr. 1,359,208

This balance is within the limits of Sfr. 1 to 1½ million set for the Reserve by the Central Committee in January 1979. On the budget of Sfr. 30,215,499 the overall deficiency for the year was Sfr. 540,804, including the loss on exchange.

The Operating Surplus (the former Special Reserve) fell from Sfr. 948,450 to Sfr. 825,820.

The Finance Sub-Committee made suggestions for certain future revisions in terminology and format. The staff is asked to give consideration to these suggestions, together with those which may come from other recipients of the report, with a view to incorporating changes in the format of the 1979 report. The Sub-Committee expressed satisfaction with the 1978 report and extended its appreciation to the staff for the improvement of the format and to the Audit Committee for the time and care given to their study of the report and of issues connected with its preparation.

On the recommendation of the Finance Sub-Committee, the Executive Committee approved the 1978 Financial Report.

2. 1979 Financial Year

The 1979 Approved Budget anticipated a deficit on Central Church Treasuries of about Sfr. 1 million and a reduction in fund balances of some Sfr. 2.4 million. It seemed in January 1979 as if the gap could be as high as Sfr. 4.5 million.

At the end of July 1979 there was an underspending against budget of Sfr. 826,372 or 5.4%, made up as follows:

	Actual	Budget	Saving (+) or Overspending (-)
Salaries and related charges	9,548,695	10,229,436	+ 680,741
Meetings, travel, etc.	2,200,742	2,382,917	+ 182,175
Other direct expenses	2,845,451	2,808,907	- 36,544
	Sfr. 14,594,888	15,421,260	+ 826,372 (5.4%)

The salaries figure is the most reliable indicator, as other costs depend on timing of travel and meetings, etc., and are subject to delay in account settlement. It is encouraging to see that a saving on salaries in excess of 6.6% is being maintained up to the end of July. Any increase in salaries, made as a result of a review of the cost of living in Switzerland (see paragraph 5), will partially erode this "saving"; apart from that, it is not expected that the saving will change significantly before the end of the year.

Assuming that total 1979 income will be of the present order anticipated, the final outcome for the year could be a total deficit of Sfr. 2.5 million compared with that anticipated at the time of Central Committee. Of the reduced deficit, Sfr. 800,000 may be attributable to Central Church Treasury-dependent budgets and the balance be required from sub-unit funds. The Operating Balance, the amount of which was Sfr. 825,520 at the end of 1978, may therefore be sufficient to absorb the deficit arising on CCT-dependent budgets.

From a currency exchange point of view, a certain degree of stability has returned to the markets, the US$/Swiss franc rate having remained around US$ = Sfr. 1.65 for some time, and the Deutsche-Mark being consistently quoted at around Sfr. 0.90. These actual rates compare with the WCC's current fixed rates of Sfr. 1.60 and Sfr. 0.80 respectively.

If exchange rates remain at or about their present level until the year end, there should be an increase in the Exchange Fluctuation Reserve as a result of realized profits and possibly a further increase due to unrealized profits. Although there is no way to predict exactly the future of exchange fluctuations, experience in 1978 would indicate the wisdom of increasing the amount in the Exchange Fluctuation Reserve to the level maintained during that year, and thus be prepared again for any significant movements in exchange rates of the major currencies.

It is recommended:

(a) that profits from exchange transactions in 1979 be added to the Exchange Fluctuation Reserve up to a total balance in the Reserve as at December 31, 1979 in the amount of Sfr. 2.5 million, and

(b) that any profits in excess of the amount needed to reach the balance of Sfr. 2.5 million be added to the Operating Balance.

The Executive Committee accepted these recommendations.

3. Auditors for the 1979 Accounts

After some discussion, the Audit Committee at its meeting on August 16, 1979 agreed to recommend the appointment of Touche, Ross & Cie as Auditors to the World Council of Churches for the 1979 Accounts.

The Audit Committee had expressed some concern with the manner in which the 1978 Audit had been conducted and proposed that a marked improvement in the approach to the 1979 Audit would be expected.

It is recommended:

(a) that Touche, Ross & Cie be appointed Auditors to the World Council of Churches for 1979, in accordance with the advice from the Audit Committee;

(b) that in anticipation of the appointment of Auditors by the Central Committee in 1980 for the 1980 accounts, the Assistant General Secretary be instructed to receive proposals from no fewer than three auditing firms, such proposals to include a detailed listing of the services to be provided, a time schedule for the provision of these services, and an estimate of costs.

The Executive Committee accepted these recommendations.

4. 1980 Estimated Income

Estimates of income presented to the last meeting of the Central Committee remain essentially unchanged up to the present time. The estimate for income from Central Church Treasuries amounts to Sfr. 4.8 million.

The Swiss franc value of income will be influenced however by the currency exchange rates finally adopted. An updated recommendation for fixed exchange rates should be possible when the Investment Advisory Group meets on September 18. In view of information presently available, it is recommended

that the fixed rates of exchange for 1980 be set in accord with recommendations to be made by the Investment Advisory Group, but within the following ranges:

US$ 1 = Sfr. 1.50 - 1.60
DM 1 = Sfr. 0.85 - 0.90

The Executive Committee accepted this recommendation.

5. Review of Staff Salaries and Benefits

The Finance Sub-Committee received information about the need to consider two possible increases in staff salaries and benefits.

(i) Staff regulations state: "The salary scale shall be reviewed twice a year on the basis of the cost of living index in Geneva as at February 28 and August 31. If the cost of living has increased by 4% or more since the last revision, the salary scale may be adapted effective as from April 1 and October 1."

The Executive Committee at its meeting in February 1977 decided to grant an increase in all salaries of 5%. This was based on an increase in the

official Geneva Cost of Living Index from March 1, 1975 to February 28, 1977 of 4.9%. From March 1, 1977 to August 31, 1979, the increase has been 6.1%.

The Staff Executive Group (SEG) had recommended an increase in Children's Allowance from Sfr. 110 per child per month to Sfr. 160, on the assumption that such action would help families that are most affected by inflation. The Sub-Committee considered this suggestion to be covered by an inclusive cost of living increase.

(ii) Staff regulations further provide that "A member of the staff may obtain a one-step increase within a grade at the time of the periodic salary review which must be made at least every 18 months provided that his/her performance is satisfactory."

As was indicated to the Officers in July 1979 by the Assistant General Secretary, the wording infers that any salary review should be based on performance appraisal. A draft Performance Appraisal system is currently being discussed by staff, it will be introduced in January 1980, and will become fully operational by July 1980. Since the last review of salaries was in August 1977 when a step increase was granted to all staff pending the introduction of a performance appraisal system and the next 18 months review should have been in February 1979, the Officers discussed in July several recommendations from the Staff Representative Group (SRG), the Staff Executive Group, the Classification Board and the Assistant General Secretary for Finance and Administration but stated that these would need to be considered by the Executive Committee in relation to the cost of living increase.

The Finance Sub-Committee considered at length the various possibilities. A salary increase averaging 5% had been included in the draft budget and any greater increase would also increase the deficit in that budget. Since SRG and SEG had expressed a preference for increases of an equal amount for all staff rather than a percentage increase, the Sub-Committee recommendations provide for some equalization while still preserving the basic salary structure stipulated in the regulations. With regard to the Children's Allowance, the Sub-Committee noted action by the Executive Committee, in adopting the present salary system, to reduce the role of allowances in staff remuneration. In December 1978, the Executive Committee recognized the need for careful consideration of special allowances, but other pressing matters have not permitted the necessary study. It is hoped that a full report will be received at the meeting in February 1980.

The additional costs in the 1980 budget for salary increases could be as follows:

- Increase of 6.1% on salary of all staff, as here recommended	Sfr. 774,000
- Increase of 5% on salary of all staff, as already calculated in the draft budget	650,000
i.e. an increase in excess of amounts in the draft budget	Sfr. 124,000

In addition, there will very likely be step increase granted by the Classification Board for upgrading positions that would total Sfr. 130,000

A step increase granted by the Central Committee on the basis of performance evaluations as from July 1, 1980, might average as much as 4% per annum, or, for six months, Sfr. 260,000

If all of these estimated additions to the draft budget were to be adopted, the total increase over the amounts in the draft budget would be in the neighbourhood of Sfr. 500,000. In addition, a salary increase of 6.1% as of October 1, 1979 would add to the 1979 budget an amount of Sfr. 193,500.

It is recommended:

(i) that any action on special allowances be postponed until February 1980 to allow more thorough study of the matter;

(ii) that action on step increases be postponed until the Performance Appraisal system is in operation and the Central Committee can authorize adequate funding;

(iii) that a cost of living increase of 6.1% over present salary be granted to all staff as of October 1, 1979 with the provision that Sfr. 300 per month shall be the maximum increase.

The Executive Committee accepted these recommendations.

6. Consultation on Staff Appointments

In accordance with the policy adopted by the Executive Committee in September 1978, the Staffing Sub-Committee consulted the Finance Sub-Committee concerning the financial implications of staff appointments. The Finance Sub-Committee found that, with one exception, appointments were covered within the draft budget or by assured special

funding that is being recommended for approval. This exception has been resolved so that the two sub-committees are bringing recommendations which are consistent with each other.

7. Deficit Financing

In view of the limitation set by the Central Committee upon deficits in the 1980 budget, the Review Sub-Committee noted that some sub-units had reduced proposed budgets to eliminate or reduce deficits. As in the case of CWME and the Department of Communication, however, the allowance for salary increases and inflation in other costs had built up again the total budget item and the need for deficit financing, thus necessitating consideration of further reductions.

Other sub-units considered their fund balances and sources of funding to be sufficient to justify deficits in excess of their proportionate share of the Sfr. 1.5 million deficit authorized by the Central Committee. Proposals for funding programme from fund balances were considered in accord with the advice of the Review Committee, that expenditures in excess of income should not be counted within the limit upon deficit funding, if the excess expenditure is to be drawn from fund balances according to a policy that assures a remaining balance adequate for a cash flow demanded by regular operations.

As a consequence, adding the amount of reduction in fund balances in the draft budget to the deficit in CCT gives a total amount in excess of the limit set by the Central Committee. On the basis of the interpretation provided above, however, the Sub-Committee believes the draft budget conforms to the directives of the Central Committee.

It is recommended:

(i) that the above interpretation of the limitation of deficit spending set by the Central Committee, as it pertains to reducing fund balances, be approved;

(ii) that the reduction of fund balances in 1980 be kept down to Sfr. 1.5 million as nearly as possible.

The Executive Committee accepted these recommendations.

The Finance Sub-Committee appreciated the detailed work done by the Review Sub-Committee in suggesting specific realignments and alterations in programme that would reduce demands upon the funds from Central Church Treasuries. The Finance Sub-Committee agrees that the deficit in the CCT portion of the budget must be kept to a minimum because such a deficit would need to be funded by borrowing from other available funds. Repayment of the borrowed funds in subsequent years would only delay the adverse effect upon programme.

The Finance Sub-Committee did not act upon any of the specific reductions proposed by the Review Sub-Committee because they related so closely to programme that the proposals fall more properly within the responsibility of the Programme Sub-Committee.

Instead, the Finance Sub-Committee confined its considerations to the total deficit for CCT. In view of (i) the concern of the Central Committee to limit deficits, (ii) the level of deficit in CCT funding proposed by the Review Sub-Committee, and (iii) the increase above that level resulting from higher proposed salary increases than anticipated in the draft budget, it is recommended that the deficit in 1980 funding from CCT be no greater than a range of Sfr. 700,000 to Sfr. 750,000.

The Executive Committee accepted this recommendation.

8. 1980 Proposed Expense Budget

The Finance Sub-Committee was grateful for the work done by staff to prepare a draft budget which shows (a) actual expenditures in 1978, (b) 1979 approved budget items, (c) 1979 CCT transfers required, (d) 1980 proposed budget items, (e) 1980 CCT transfers required, and (f) 1980 reductions anticipated in fund balances. Final action on this budget is not possible at this meeting because adjustments will be needed in each specific item to take account of actions by the Executive Committee on recommendations from the Programme and Finance Sub-Committees.

It is recommended:

(i) that the 1980 budget be adopted by the Executive Committee in February 1980;

(ii) that the budget submitted in February 1980 be basically the same as the draft budget presented at this September meeting of the Executive Committee but adjusted for any pertinent actions taken at this meeting.

The Executive Committee accepted these recommendations.

9. Special Funding

In September 1978, the Executive Committee adopted the policy "that authorization to seek or to apply additional funds to cover any items of expenditure which are over and above the approved budget be granted only by specific resolution of the Executive Committee, providing the Department or Sub-Unit concerned has otherwise reduced to a significant degree its dependence on Central Church Treasury income, internal transfers from other sub-units, or fund balances". (Minutes, Executive Committee, September 1978, p. 32)

The Finance Sub-Committee discovered that several efforts to secure additional funding were underway or even completed, although authorization had not been sought or received. Faced with such faits accomplis, the Sub-Committee recommends that approval be given for seeking special funding as follows:

(i) $170,000 for the three consultations which CICARWS has planned but cannot fund in full from its regular budget;

(ii) Sfr. 900,000 for augmenting the staff and increasing the methods of developing the work of the Office for Income Coordination and Development over a period of 3 years;

(iii) Sfr. 300,000 beyond the Sfr. 1.1 million previously authorized for the Conference on Faith, Science and the Future, in order to assure proper follow-up to the Conference in the years 1980 and 1981, originally included within the initial budget but now needing extra funding.

The Executive Committee accepted these recommendations.

This meeting of the Executive Committee has approved an International Conference in 1980 on the occasion of the Bicentenary of the Sunday School Movement. In addition to Sfr. 100,000 included in the budget of the sub-unit on Education, the sub-unit has recommended that additional funds should be found with churches and other sources. In view of the great number and variety of special appeals to the churches by the WCC, it is considered best that they not be approached for this conference, and it is recommended that special funds for the 1980 Conference on Children as Partners in the Church be sought from a source or sources which would not otherwise be contributing to the WCC and that the amount be limited by the contribution(s) therefrom.

The Executive Committee accepted this recommendation.

Three consultations or conferences received approval by the Central Committee, but the form of the action or subsequent developments suggest different priority ranking for each.

The Consultation to be held in 1980 on The Churches' Response to Racism in the 1980s is the result of a definite and unconditional instruction from the Central Committee in January 1979. Consequently, it is recommended that first priority be given to securing special funding in the amount of Sfr. 500,000 for the purpose of the 1980 international consultation on racism.

The Executive Committee accepted this recommendation.

Plans for an international consultation on the Community

of Women and Men in the Church was reported to the Central Committee in January 1979, with information that approval was sought in conformity with the conditions for funding as required by the Executive Committee. Because funds were lacking, the plans for the consultation in 1980 had to be cancelled, and a date in 1981 is now proposed. In order to avoid a repetition of making arrangements and then cancelling them, a deadline is advisable for raising the necessary funds. The proposal for the consultation has reduced the size of the necessary funds to Sfr. 320,000. The cost of the Desk of CWME for a year is approximately Sfr. 180,000. It is recommended:

(i) that second priority be given to securing special funding in the amount of Sfr. 500,000 for the 1981 consultation on the Community of Women and Men in the Church;

(ii) that assurances for 75% of the amount be received by the time of the meeting of the Executive Committee in February 1980 in order that a final decision about the consultation may be made at that time, and

(iii) that the amount of special funding to be sought include the costs of the desk on Community of Women and Men in the Church for the year 1981 since the main work in that year will be preparation and follow-up for the consultation.

The Executive Committee accepted these recommendations.

In January 1979 the Central Committee endorsed in principle a World Youth Conference in 1981. The Sub-Unit on Youth discontinued planning for such a conference as a result of advice from regional representatives and after consultation with the Officers of the WCC. Now the sub-unit proposes a number of smaller meetings in 1980 and 1981 leading to a significant reduction of the originally proposed budget. Since the new proposal is different from that endorsed by the Central Committee, it is recommended that third priority be given to securing special funding in the amount of Sfr. 500,000 for youth gatherings, and, if less than the total goal is realized, that only those gatherings be planned for which funding is assured.

The Executive Committee accepted this recommendation.

It was noted that an additional authorization for special funding for the Sub-Unit on Renewal and Congregational Life had been previously agreed by the Executive Committee on recommendation of the Programme Sub-Committee (see p. 16).

10. Fund Balances

The fact that certain sub-units will need to call on fund balances in both 1979 and 1980 and, dependent on realignment,

may still have to do so to a certain extent in 1981, focuses attention on the need to retain agreed minimum balances in these "operating" funds.

It would be advisable for sub-units possessing fund balances to retain within their funds an amount approximating to three months' operating costs. "Operating costs" should exclude projects and exceptional items.

So far as CCT-dependent sub-units are concerned, a minimum balance of Sfr. 1.5 million would be required to cover approximately three months' operating costs on CCT-dependent sub-units.

Probably minimum operating balances should be used only in the event of a temporary crisis, which could be defined as one in which the balances used are expected to be refunded by the end of the succeeding financial year. The minimum balance of any sub-unit might, therefore, be allowed to fall below the equivalent of three months' operating costs in any sub-unit for one financial year end only, before it is replenished in the course of the following year.

It is recommended that the Assistant General Secretary study the means available for establishing minimum fund balances and bring a proposal to the Finance Sub-Committee for consideration by the Executive Committee in February 1980.

The Executive Committee accepted this recommendation.

11. Reserves

There currently exist seven different reserves (see 1978 Financial Report, p. 10). Two of these - the Exchange Fluctuation Reserve and the Ecumenical Centre Reserve - need to remain unchanged. The former serves a specific purpose described earlier in this report, the other is an accumulation of smaller reserves held on behalf of all occupants of the Ecumenical Centre, the shares attributable to each organization not being specifically identified.

For some time, the need to establish a single WCC Reserve has been debated, and steps should now be taken towards its implementation.

A WCC Emergency Reserve could be set up to cover all sub-units of the WCC. Concerned commissions would be asked to contribute the whole or an agreed proportion of their specific Reserve or fund balances to the WCC Emergency Reserve; if necessary over a period of several years. The Emergency Reserve would be used only in the event of a major cataclysm which made it impossible for the World Council to continue in whole or in part its normal operations, and would specifically cover terminal payments to and repatriation of staff and other necessary expenses in winding up part or all of the operations of the World Council.

It is recommended that a detailed proposal be worked out in consultation with the various sub-units for establishing an Emergency Reserve, for consideration by the Central Committee.

The Executive Committee accepted this recommendation.

12. Guidelines for expenses

The Review Sub-Committee noted the average amounts spent for such items as PTT, Meetings and Consultations, Travel and Hospitality, and Cyclostyle. In accord with the recommendation of the Sub-Committee, it is recommended that the Assistant General Secretary make a study and present proposals for guidelines concerning various budget items where some comparable average levels of expenditure might be expected among the several sub-units.

The Executive Committee accepted this recommendation.

13. Distribution of costs for services

It is recommended that the Assistant General Secretary consult with sub-units and report to the Executive Committee regarding the distribution of costs for various services as mentioned in the Report of the Review Sub-Committee (p. 11):

> "The deficit can be reduced further if the amounts allocated for the Conference Secretary, New York Office, Documentation Service, and the Office for Income Coordination and Development, are distributed to the sub-units as services from which they benefit. The total amount would be Sfr. 250,000. Sub-units that are dependent upon CCT would need to look to CCT for meeting the new expense, in the range of Sfr. 60,000. The saving on CCT would be reduced to less than Sfr. 200,000. This amount would need to be added to the amount which other sub-units would take from their fund balances. It is recognized that it may not be possible to adopt this procedure for 1980, but it is recommended that it be studied with the possibility of its adoption for 1981. Similarly, the possibility should be examined further of distributing parts of the General Secretariat expenses to the units, given the responsibility carried by the Deputy General Secretaries as Staff Moderators of the Programme Units."

The Executive Committee accepted this recommendation.

14. Communication Department

In view of the fact that the Communication Department has a sizeable budget, but does not have a Finance Officer, the Sub-Committee discussed the best means of ensuring adequate administration, oversight and support for the

financial operations of the Department. The Director of the Department and one of his associates administer the financial operation. Although the Executive Committee and, on occasion, the Central Committee, have carefully defined the relationships between the Office of Finance and Administration and other units of the WCC, it has not done so for the Department of Communication. It is therefore recommended that the Assistant General Secretary be responsible, in full consultation with the Director of the Department, for ensuring that adequate oversight and support are provided for the finances of the Department of Communication.

The Executive Committee accepted this recommendation.

15. Computer System

The Finance Committee was informed of some of the steps which either have been taken or which it is proposed to take in the near future with regard to improving the computer system.

The address/mailing system, which has been giving considerable difficulties, has been redesigned, and the opportunity has been taken to use the address file as a central data-base system.

Certain problems have arisen in the past few months and have reduced the confidence of staff. With a view to restoring staff confidence and to dealing with the problems which exist, it is proposed to undertake an objective evaluation of the system and the way it is used by staff.

16. Provident and Retirement Funds

The Finance Committee received a report of meetings of the Boards of the Provident and Retirement Funds held on September 25, 1978 and September 10, 12 and 13, 1979.

At the first of these meetings the Board carefully considered a proposal from the Swiss Life Insurance Company to take over the management and administration of the Funds. They came to the conclusion that it would be more expensive and less efficient to make such a transfer. However, they agreed on certain changes in the methods of insuring benefits currently provided by the Retirement Fund, as follows:

(i) The replacement of the reinsurance of widows' pensions with Swiss Life by a lump sum death benefit cover on the lives of married male members, calculated in accordance with age.

(ii) The reinsurance of invalidity pensions, on the basis of the old age pension payable at the normal date of retirement.

(iii) The retaining within the Retirement Fund of the risks of orphans' pensions and the payment of contributions during invalidity.

These changes have now been implemented.

At its later meeting the Boards spent a considerable amount of time considering the revised rules of the Funds which had been drafted by the Consulting Actuaries to the Funds, who advised that they had regretfully not found it possible to combine the Rules of the two Funds and still retain their clarity.

The revised rules include provision for invalidity benefits but exclude the benefits for temporary survivors' pensions, which it was felt were no longer necessary. Other changes had been made in line with earlier Board decisions, and to comply with current Swiss legislation.

The Boards approved the proposed revised Rules subject to minor amendments and subject to these amendments being acceptable to the Consulting Actuaries. The revised rules will be made available to members shortly. It is proposed to produce a short introductory booklet for staff, summarizing the main aspects of the Funds.

The Boards approved the 1978 Accounts. They also dealt with matters arising from the introduction and application of the revised Rules and special cases brought by the Officers of the Funds. They considered a specific request from the Staff Representative Group for the provision of deferred pensions at ages earlier than 50. The advice of the Consulting Actuaries had been obtained, and on the basis of that advice, the request would be declined and the reasons given to SRG.

The Boards noted that as the rules were in the course of revision at 31 December, 1978, it had not been practicable to prepare an actuarial valuation at that date as had been originally scheduled.

17. <u>New Director for the Office for Income Coordination and Development</u>

The Committee noted with appreciation the nomination of Patrick Coïdan as Director of the Office for Income Coordination and Development, and looks forward to his continuing the valuable work of this Office.

The Committee wishes at this point to stress its previous decisions which it still considers important criteria for the ongoing work of the Office for Income Coordination and Development.

In particular it draws attention to the Minutes of the Executive Committee meeting held in February 1978 at which the Finance Committee recommended and the Executive

Committee agreed that:

the Office for Income Coordination and Development (OICD)

- continue all possible efforts with member churches and church-related donor agencies to secure primarily undesignated funds to assure the continuation of activities financed from central church treasury income;

- that all approaches to member churches and donor agencies be cleared through the OICD in order to avoid competing requests. (Executive Committee Minutes, February 1978, p. 29)

18. Consultations on Finances with Member Churches

The Executive Committee will recall that an International Consultation was held with finance officers of a number of member churches in October 1978.

This initial meeting was followed by a Consultation with leading representatives of US member churches in April 1979. Additional consultations are envisaged in the future, including a further international event, possibly in the latter part of 1980.

This closer relationship with finance officers and other responsible representatives of member churches is contributing to a greater understanding of the finances and financial problems of the World Council of Churches.

A small group of finance officers was of special assistance to the staff in designing the revised format for the Council's annual financial report. The Finance Committee is most grateful for the considerable help these officers provided. The group has also been helpful in encouraging the publication of a shorter and simpler document summarizing the 1978 financial year, which it is intended to produce in the very near future.

19. Investment Advisory Group
Audit Committee

The Finance Committee wishes to place on record its sincere thanks to the Moderator and members of the Investment Advisory Group and the Audit Committee, for their advice and support to the financial affairs of the Council.

The Executive Committee adopted the report of the Finance Sub-Committee.

18. APPLICATIONS FOR MEMBERSHIP

Dr Raiser reported that three applications for membership could have been presented but raised problems on which he sought the advice of the Executive Committee. One application was from a truly national church, which had been autonomous since its country became independent and comprised 99% of the total population, but had a membership of only 7,500 and was therefore too small to become a member church. Dr Raiser asked whether the Committee encouraged the presentation of this application to its next meeting with a recommendation that the Central Committee grant an exception. Two other applications raised a number of ecclesiological questions. The Executive Committee requested the staff to further clarify open questions regarding these applications and agreed to defer full discussion until its next meeting.

19. SIXTH ASSEMBLY

A. Allocation of seats

Dr Raiser presented proposals on policy guidelines for the allocation of seats at the Sixth Assembly. A letter had been sent in May 1979 to all member churches with the latest available information about member church statistics, requesting the churches to indicate any changes which should be made in the document. Before the detailed allocation of seats could be worked out, decisions needed to be made on a number of policy issues: What should be the overall size of the Sixth Assembly? Should the same system for the allocation of seats be used as for the Nairobi Assembly? By what criteria should a decision be taken to grant a church more than one seat? How should member churches with a total membership community of less than 25,000 be treated? Staff proposals regarding these questions were submitted to the Executive Committee for further consideration.

After discussion and clarification of the document, the Executive Committee agreed:

i. to accept the proposed guidelines in principle;

ii. that the document be sent to member churches for comment;

iii. to consider the responses of the churches at its meeting in February 1980.

B. Dates

On the proposal of the General Secretary, it was agreed to hold the Sixth Assembly from 24 July to 10 August 1983 in Vancouver, Canada. The present Executive Committee would meet from 21 to 23 July 1983, and the new Central Committee on 11 and 12 August 1983.

20. SUB-COMMITTEE STRUCTURE

Dr Wedel referred to the volume of work faced by the Programme Sub-Committee and suggested that the Executive Committee needed more sub-committees. She also felt that smaller groups would be more effective. It was agreed to ask the Officers to consider this matter.

21. FUTURE MEETINGS

A. Executive Committee

It was agreed to accept the invitation of the Evangelical Church of the Augsburg Confession of Alsace and Lorraine to meet at its retreat centre near Strasbourg on 11-15 February 1980.

It was noted that there would also be meetings of the Executive Committee on the following dates:

11 - 13 August, 1980 - Geneva

9 - 13 February, 1981 - Geneva

14 - 16 August, 1981 - Dresden, GDR

B. Central Committee

It was noted that there would be meetings of the Central Committee on the following dates:

14 - 22 August 1980 - Geneva

17 - 26 August, 1981 - Dresden, GDR

Dr Raiser reported on arrangements for the meeting in Dresden and Bishop Hempel hoped that Central Committee members would allow time before and after the meeting for contacts with congregations.

The General Secretary said it was hoped to fix dates for the Central Committee meeting in Sweden in 1982 at the next Executive Committee meeting.

22. CLOSING ACTIONS

Both the Moderator and the General Secretary paid tribute to Dr Lukas Vischer and expressed their profound gratitude for his many services to the WCC and the ecumenical movement in the last 18 years through the work of the Faith and Order Commission and as Secretary of the Joint Working Group from its beginning, as well as Staff Moderator of Unit I. The General Secretary endorsed the hope expressed by the Faith and Order Commission that Dr Vischer would continue to be associated with it and with the Council as a whole.

The General Secretary also spoke with appreciation of the work of the Rev. David Gill, who had come to Bossey as a student and had gone on to work with Church and Society, on programme arrangements of the Nairobi Assembly, and finally as Director of the Sub-Unit on Renewal and Congregational Life. He was leaving to become General Secretary of the Uniting Church in Australia and he looked forward to working closely with him.

The General Secretary also spoke of the present problems facing the World Council and asked for the prayers and support of the Committee. The Moderator thanked the General Secretary and all members of staff for their work and expressed appreciation to Executive Committee members for the support they continued to give to him.

APPENDIX I

ATTENDANCE

PRESENT:

Honorary President:	Rev. Dr W.A. Visser 't Hooft
Presidents:	His Holiness Iliya II Hon. Mrs Justice A.R. Jiagge Dr T.B. Simatupang Dr C. Wedel
Officers:	Most Rev. E.W. Scott (Moderator) Miss J. Skuse (Vice-Moderator) Rev. Dr P.A. Potter (General Secretary)
Members:	His Eminence Antonie (Plamadeala) Prof. Dr A.M. Barkat Mr Bena-Silu His Eminence Metropolitan Dr Paulos Mar Gregorios Bishop Dr H.H. Harms Bishop Dr J.W. Hempel Rev. Dr Won Yong Kang His Eminence Archbishop Kirill (Gundayayev) Rev. Dr R.J. Marshall Rev. Dr J.O. McCloud Rev. Dr J. Rossel Mrs D. Sampath Miss P. Webb
Consultants:	His Eminence Metropolitan Emilianos Protopresbyter V. Borovoy
Guests:	His Eminence Archbishop Nickolas (Makharadze) of Sukhumi and Abhazia His Eminence Bishop Ambrosi (Katamadze) of Nikortsminda and Margveit Archdeacon Khvtiso (Shalikashvili)
Staff:	Dr P. Abrecht Miss B. Bam Rev. J.-J. Bauswein Dr U. Becker Prof. I. Bria Dr K. Bridston Mr Ed. van der Burg Rev. E. Castro Rev. J. Chipenda Mr T. Davies Mr J. Fischer

Staff (cont'd):	Rev. D. Gill
	Mr R. Gurney
	Dr K. Hertz
	Mr W. Kenworthy
	Dr S. Kingma
	Mr N. Koshy
	Mr J. Matthey
	Mr P. Moss
	Mr L. Niilus
	Dr K. Raiser
	Prof. T. Sabev
	Dr S. Samartha
	Dr J. de Santa Ana
	Rev. A. Sapsezian
	Dr B. Sjollema
	Dr L. Vischer
Interpreters:	Miss I. Friedeberg
	Miss I. Kirillova
	Mr T. Magalashvili
	Mrs R. Poulet-Ginglas
	Mr B. Vik
Minute Writer:	Miss A. Burrows
Administration:	Miss R. Green
	Miss E. Helfer
	Miss A. Hoppe
	Miss B. Thaler

APOLOGIES:

Presidents:	Prof. J. Miguez-Bonino
	Most Rev. O. Sundby
Officer:	His Holiness Karekin II (Vice-Moderator)
Members:	Rev. Dr A. Appel
	His Eminence Metropolitan Chrysostomos
	Rev. J. Gatu

APPENDIX II

MEMBERSHIP OF SUB-COMMITTEES

Sub-Committee on Finance

Rev. Dr R.J. Marshall (Moderator)
His Eminence Antonie (Plamadeala)
Prof. Dr A.M. Barkat
Mr Bena-Silu
Bishop Dr H.H. Harms
His Eminence Archbishop Kirill (Gundayayev)
Rev. Dr J.O. McCloud
Rev. Dr J. Rossel
Miss P. Webb

Sub-Committee on Staffing and Nominations, and Programme

Miss J. Skuse (Moderator, Staffing and Nominations)
His Holiness Karekin II (Moderator, Programme)
Rev. Dr A. Appel
His Eminence Metropolitan Chrysostomos
Rev. J. Gatu
His Eminence Metropolitan Dr Paulos Mar Gregorios
Bishop Dr J.W. Hempel
Rev. Dr Won Yong Kang
Mrs D. Sampath

Review Sub-Committee

Dr C. Wedel (Moderator)
His Eminence Antonie (Plamadeala)
Mrs D. Sampath

Mrs M. Oduyoye (Moderator, Unit I)
Prof. Dr A.M. Barkat (Moderator, Unit II)
Principal O. Engström (Moderator, Unit III)
Rev. Dr R.J. Marshall (Moderator, Sub-Committee on Finance)

APPENDIX III

SCIENCE FOR PEACE

A Resolution on Nuclear Disarmament

(Adopted by the Conference on Faith, Science and the Future, Cambridge, Mass., USA, July 23, 1979)

We, scientists, engineers, theologians and members of Christian churches from all parts of the world, participants in the WCC Conference on Faith, Science and the Future, now meeting at the Massachusetts Institute of Technology, acknowledge with penitence the part played by science in the development of weapons of mass destruction and the failure of the churches to oppose it, and now plead with the nations of the world for the reduction and eventual abolition of such weapons.

WHEREAS:

- the arsenals of tens of thousands of nuclear weapons already constitute a grave peril to humankind;
- sharp changes by the super-powers towards a counterforce strategy are so destabilizing that sober scientists estimate a nuclear holocaust is probable before the end of the century;
- there is widespread ignorance of the horrible experience of Hiroshima and Nagasaki, and the even greater implications of limited or global nuclear war with current and projected nuclear weapons;
- we are profoundly disturbed by the willingness of some scientists, engineers and corporations, with the backing of governments, to pursue profit and prestige in weapons development at the risk of an unparalleled destruction of human life;
- the waste of the increasingly scarce materials and energy resources of the world on the instruments of war means further deprivation of the poor whom we are commanded to serve;
- we grieve that so many of the most able scientists, especially the young ones, are seduced away from the nobler aspirations of science into the unwitting service of mutual destruction;
- in a time of radical re-adjustment of the world economy the intolerable burden of the nuclear arms race creates world-wide economic problems;

AND BECAUSE WE BELIEVE:

- that God made us and all creation;

- that He requires us to seek peace, justice and freedom, creating a world where none need fear and every life is sacred;
- that with His grace no work of faith, hope and love need seem too hard for those who trust Him;

WE NOW CALL UPON:

- all member communions of the WCC and all sister churches sending official observers, and through them each individual church and congregation;
- our fellow religionists and believers in other cultures, whether Hindu, Jewish, Buddhist or Moslem, and our Marxist colleagues;
- the science and engineering community, especially those engaged in research and development, together with professional scientific associations and trade unions;
- the governments of all nations and especially the Nuclear Powers;
- all concerned citizens of the world;

TO EMBARK IMMEDIATELY ON THE FOLLOWING TASKS:

- to support and implement the WCC Programme on Disarmament and against Militarism and the Arms Race, and give special emphasis to issues related to military technology and its conversion to peaceful uses;
- to welcome and give practical support to the initiatives by the UN and its special agencies on disarmament, which affirm the right of all nations to participate in the effort to solve these global problems;
- to press for the full implementation of SALT II, to work without delay for the reduction of nuclear weapons through SALT III, and to complete at long last a Comprehensive Test Ban, all of which are urgent and necessary steps in making the Non-Proliferation Treaty effective;
- to stop the development and production of new forms and systems of nuclear weapons;
- while welcoming the exchange of scientific and technical information made possible through the Pugwash Conferences, other international scientific conferences, and the SALT process, to press for further exchanges of information as a means of reducing international mistrust;
- to educate and raise the consciousness of every constituency to the realities of nuclear war in such a way that people cease to avoid it as an issue too big to handle; in particular we recommend the formation of local study groups on the dangers of nuclear war and approaches to disarmament;

- to use every available means to restore confidence in the sisterhood and brotherhood of all, to remove fear and suspicion, to oppose hate-mongering and militarism, and to undo the policies of any with a vested interest in war;

- to prepare local and national programmes for the conversion to civilian use of laboratories and factories related to military research and production, and to provide for the retaining and re-employment of those who work in them;

- to resolve not to allow science and technology to threaten the destruction of human life, and to accept the God-given task of using SCIENCE FOR PEACE.

APPENDIX IV

REPORT OF THE REVIEW SUB-COMMITTEE

Preface

The Biblical image of the Church as a body made up of many parts of different shape, size and function and yet having a common purpose, provides a principle of ecumenical economy which is relevant in the task of reviewing the structure and programme of the World Council of Churches. The programme of the Council represents a wide variety of concerns embodied in its various units, sub-units, programmes, desks and departments. They also represent different shapes, sizes and functions. But they all have mutuality and interdependence in furthering the constitutional "Functions and Purposes" of the Council in accordance with its Basis:

"The World Council of Churches is a fellowship of churches which confess the Lord Jesus Christ as God and Saviour according to the Scriptures and therefore seek to fulfil together their common calling to the glory of the one God, Father, Son and Holy Spirit."

This ecumenical fellowship seeking to fulfil "together" a "common calling" is organisationally embodied in an institution with structures and programmes constantly developing and emerging. The Council has never committed itself to a particular organisational "blueprint". And so the review of the institutional form of the Council with its programmes and financial budgets is a continuing task necessary for it to remain faithful to its foundational principles and yet respond to the needs of the churches and the challenges of the world in a faithful and effective way, especially as we enter the decade of the 1980s and approach a new Assembly. In that sense, the complicated financial reports and organisational charts represent values and priorities which reflect the mind of the member churches "together" as to how best and in what ways they may fulfil "their common calling" through the WCC as an ecumenical fellowship.

First meeting of the Review Sub-Committee

Following the action of the Central Committee in Jamaica, a Review Sub-Committee of the Executive Committee was appointed, consisting of: Dr Cynthia Wedel, Bishop Antonie, and Mrs Dorinda Sampath (unable to attend), plus the moderators of the three Programme Units: Mrs Mercy Oduyoye, Dr Anwar Barkat, Principal Olle Engström, and Dr. Robert Marshall, moderator of the Finance Sub-Committee. The Review Sub-Committee met from September 3 - 7, 1979. We had received from the General Secretariat a detailed memorandum suggesting possible realignment of a number of programme sub-units for the sake of more transparent and rational placement, and also to effect necessary financial savings especially in the funds which

come from Central Church Treasuries (CCT). We had helpful reactions to these proposals in writing from officers or commissions of most of the units concerned.

We discussed the suggestions of the earlier Review Committee and the General Secretariat with the responsible staff members of most of the units or sub-units involved in proposed realignments. We want to share with the Executive Committee our satisfaction at the positive and helpful responses of staff to proposed changes. Staff and commission members involved were very open and willing to face even difficult changes.

We were mandated by the Central Committee to suggest priorities which will enable substantial budget reductions in both 1980 and 19 Since all WCC programmes have been properly mandated by the Council our priorities had to lie in finding ways to reduce expenditures without eliminating programmes entirely, or looking for new sources of support for programmes which depend entirely on Central Church Treasuries. We were also instructed to bring to this Executive Committee meeting specific suggestions for re-grouping of programme for implementation at the beginning of 1980.

What we are now presenting to you is a report of recommendations that we are able to make at this time, for implementation in 1980. This is an interim report. Much consultation and work remains to b done. We plan to meet again and hope to bring a more complete repo to the Executive Committee immediately prior to the Central Committee meeting in August 1980.

Proposed actions regarding Programmes in Units I and III

1. There is a close relationship between the sub-unit on Renewal and Congregational Life (RCL) in Unit III and the programme on Life Styles of Congregations in Mission in Unit I in the programme emphasis on congregational renewal. For clarity and economy thes two programmes should be consolidated. Such consolidation could b effected by moving the programme on Life-Styles of Congregations in Mission to Unit III, or by moving the sub-unit on Renewal and Congregational Life to Unit I.

The liveliness and deep constituency involvement of the sub-unit on Renewal and Congregational Life, its large place in Unit III, and the short time of its existence have led us to lean towards the first alternative, but the financial 'facts of life' and the willin ness of CWME in Unit I to assure financing for the programme has caused us to recommend the second alternative, in spite of the recommendation by the Working Group of the sub-unit. We urge strongly that Unit I follow the suggestions of Unit III that Renewa and Congregational Life be maintained as a separate and visible programme within CWME; that the programme and working principles developed through the past three years be accepted as a basis for future work; that a staff person be appointed as soon as possible; that an Advisory Group for the programme be appointed, drawing primarily on the members of the present working group and with ade- quate representation on the CWME Commission.

2. We recommend that the responsibilities for lay academies and the respective staff position, which is supported by designated funds, should be transferred to the sub-unit on Education as of January 1980. It should be combined with and help to strengthen the present programme in the area of Ecumenical Education.

3. We recommend that the Programme on Theological Education be moved from Unit I to Unit III, in order to strengthen its cooperation with the sub-unit on Education while maintaining its structural integrity. Appropriate steps must be taken to discuss this transfer with the constituency of PTE before it is implemented in accordance with the explicit request by the PTE Commission.

4. We recommend that conversations begin between CWME and the sub-unit on Education with a view to seeing what aspects of CWME's programme on Education for Mission could be transferred to the sub-unit on Education in Unit III

5. Study on the Community of Women and Men in the Church: The Review Sub-Committee considered the problems which had arisen regarding the funding of this programme leading to its call on funds from CCT sources and to the decision to postpone the final international consultation envisaged for 1980, with the further effect that the programme will have to be continued beyond 1980.

The Review Sub-Committee recalled that the programme had been authorised on the basis of an assured budget of Sfr 120,000 per annum for three years from designated funds. This budget did not include the cost of the proposed international consultation which had been estimated at Sfr 500,000.

The Sub-Committee wants to affirm the importance of the programme which has stimulated widespread interest and response in the churches, thus leading to an expansion of activities beyond the level originally anticipated. It further underlines the joint responsibility of the two sponsoring sub-units, i.e. Faith and Order, and Women in Church and Society, for the programme, and its financial viability, noting the recommendation made recently by the Commission on Faith and Order regarding the timing and cost of the final consultation.

In the light of the scarcity of CCT income and the original understanding that the programme should be funded from designated funds, the Review Sub-Committee recommends:

- that the proposed budget of Faith and Order be reduced by the amount of Sfr 36,200, representing the claim on CCT funds by the programme;
- that this amount be covered by the two sponsoring sub-units from programme contributions;
- that every effort be made to increase the designated income for the programme in order to assure its continuation for at least six months until the meeting of the Central Committee in 1981;
- that the proposed size and budget for the international consultation be reduced by at least one-third as recommended by the Faith and Order Commission.

Realignment within Unit II

The Review Sub-Committee noted with great satisfaction the efforts of the present leadership within Unit II to work towards greater integration in finance and programme, coordination of staff work and consolidation of various converging constituencies. There are already visible and transparent clustered inter-relationships betwee sub-units and programmes of Unit II which can consciously be used to enlarge the areas of common planning and common execution of program within Unit II, not only to reduce overlapping if any, but also to form a basis of future realignment and re-grouping of sub-units within Unit II.

We would like to further encourage Unit II to develop and strengther relationships with member churches in such a way that they should be supportive of the work of Unit II as an integrated whole. The special constituencies should be educated to look at the total range of the programme of Unit II as part of the Justice and Service concerns of the WCC. This would be a tremendous challenge to the member churches as they respond to the work of the whole WCC, and would show greater wholeness and transparency in the work of Unit II

Unit II has a number of programmes which are carried out by the Unit itself, such as the Office for Human Rights Resources in Latin America, the Migration Desk, the Study Secretariat and the Unit Finance Officer. The Review Sub-Committee feels that these program should be integrated with one or other sub-unit within Unit II in order to provide them with more sustained constituency support and better control and supervision within the sub-unit structure. The Office for Human Rights Resources in Latin America will be phased ou as soon as the regional organisation in Latin American can take over the responsibilities.

Unit II is urged to complete the evaluation of the programme of the Migration Secretariat by the end of 1979 as already envisaged, and to make recommendations through the Unit II Executive Group for its possible location within a sub-unit without losing its character as a unit-wide concern.

It was noted that the issue of the position of the Unit II Finance Officer will be studied further by the Unit II Executive Group in the light of specific needs of sub-units in Unit II, and in particular CICARWS' special funding relationships. It is expected that this matter can be handled within Unit II and definite recommendatio made to the Executive Committee directly.

Regarding the location of the Study Secretary, CCPD has accepted the proposal to integrate the position into its Study Team and has already made the necessary budgetary provisions for 1980. The trans fer can become effective as of January 1980. It is clearly understo by the Review Sub-Committee that the special concern of the Study Secretary with regard to the relations with Orthodox churches and the experience of churches in the Socialist countries would continue to remain the major focus of work, and that his expertise will be available to the whole Unit.

Clustered relationships between sub-units in Unit II

The leadership of the sub-units have spoken positively and favourably for the need for greater in-depth study with a view to formulating concrete proposals for clustered relationships between the various sub-units. CCPD and CICARWS and CWME have already started these discussions. CCIA and PCR are also working very closely. However, specific proposals regarding the relationship between CCIA and PCR can only be formulated after the conclusion of the process of consultation with the International Consultation on Racism in the 1980s. The Review Sub-Committee is of the opinion that any structural changes regarding PCR should maintain and continue the major concern of the WCC in this area.

With regard to staffing of PCR during the consultation process, it will be advisable to maintain flexibility. Consequently, the Review Sub-Committee recommends that the existing vacancy in the PCR staff position of Research and Documentation Secretary should be filled by the appointment of a consultant for one year, for review by the Central Committee in 1980.

Funding and Relationships

In considering the proposals by the General Secretary for future realignment in the area of funding and relationships, the Review Sub-Committee took particular note of the main issues arising from the review of the CICARWS/CWME project list and the actions taken so far by the two Commissions in response to the Consultant's report. It is clear that basic changes in the present project system cannot be introduced before 1982. However, it is expected that the main lines of the future project and funding policy of the two Commissions will be known by July 1980.

Changes in the project list have repercussions for the whole World Council. In fact the Consultant's report includes recommendations of broader scope than can be handled by the two Commissions and therefore must also be considered by the Review Sub-Committee. However, the Sub-Committee decided to defer a full discussion of these issues until its next meeting, hoping to have a reaction from the Staff Executive Group as well as from other sub-units particularly concerned.

In view of this ongoing discussion, the Review Sub-Committee requests that special attention be given to:

- the need to coordinate all project lists of WCC sub-units with the CICARWS/CWME list;
- the fact that the proposed WCC Project Desk should be considered primarily as a programme service desk rather than a finance operation, and, therefore, should probably not be located in the area of Finance and Administration;
- the urgency of clarifying the relationships of the World Council with the regional partners. The proposed office on local and regional ecumenism should receive careful consideration.

Proposals for realignment within the Communication Department

The Review Sub-Committee received the report and recommendations of the Committee on Communication for realignment of the Communication Department. The recommendations had arisen from a review of the policies, activities and organisational structure of the Department which had been undertaken by the Committee and staff of the Department. In addition, the Review Sub-Committee also received the report of the Special Consultant on Publications who had been appointed by the General Secretary following the recommendations of the Review and Central Committees.

In considering both reports, the Review Sub-Committee found itself in general agreement with their proposals for realignment. It is the assumption of the Sub-Committee that the recommendations coming from the Committee on Communication will be presented fully to the Executive Committee for consideration and final action. Therefore these recommendations are not reproduced here in their entirety. Further, the fact needs to be underlined that the Consultant's report arrived only during the meeting of the Sub-Committee. The General Secretary, to whom the report is addressed in the first instance, had in the short time available not been in a position to assess the contents and to formulate his own recommendations after consultation with the staff, especially in the light of differences of judgement and advice between the Committee on Communication and the Consultant regarding publication of periodica

With these limitations in mind, the Review Sub-Committee offers the following observations:

(a) It welcomes the realignment of the organisational structure of the Department into five main offices, with the Director carrying special responsibility for the Communication Project Team. The Review Sub-Committee also sees in the proposed Project Team a very creative direction for the future work of the Department.

(b) These affirmations assume that the present Radio/TV Section be discontinued, and that the Language Service and the Publications Office with the Bookshop be retained within the Department.

(c) The Review Sub-Committee also affirms in principle the proposed strengthening of the Publications section, requesting however that prior to final authorisation it receive more definite proposals regarding the process of implementation and the financial implications.

(d) In the area of general periodicals published through the Communication Department, the Review Sub-Committee agrees with the recommendation to evaluate the methodology and role of the Ecumenical Press Service; to continue the magazine ONE WORLD providing for an adequate promotion campaign, and to discontinue WCC Exchange.

The Committee considered the recommendation of the Consultant on Publications that "the continuation of a quarterly is vital to the

Council" and that he favoured "one quarterly serving the whole Council ... as a locus for theological and ecclesiological ferment which would provide intellectual undergirding and stimulation for the life and programme of the whole Council." It noted that this recommendation was made in the light of the proposal by the Committee on Communication that the Ecumenical Review and WCC Exchange be discontinued and that an Ecumenical Year Book be produced. It was reported that CWME at its recent meeting had discussed the best ways in which it could regularly and most appropriately communicate major missiological issues as is now done through the International Review of Mission.

The Review Sub-Committee agreed that, while the Consultant supported the idea of an Ecumenical Year Book in addition to his view that there be also a quarterly, it was premature to implement the recommendation regarding a Year Book at this point and that it would be preferable to initiate a further series of conversations towards having a quarterly journal as a forum for ongoing discussion of the major concerns of the ecumenical movement, as described in the functions of the World Council. The role and format of such a quarterly should be seen in its relationship to the proposed strengthening of the Council's programme of book-publishing. The Review Sub-Committee recommends that there be a series of negotiations including the General Secretariat, the Communication Department and CWME towards a firm proposal to Central Committee in 1980.

Concerning the financial consequences of the proposed realignment, the Review Sub-Committee welcomed the positive reaction by the Committee on Communication to the reduction of its 1980 budget. The Sub-Committee wants to underline that the new policy and operational structure should be implemented as quickly as possible in spite of the necessary adjustments of the budget. The Sub-Committee recognises that the proposed continuation of the Ecumenical Review during 1980 will affect budgetary forecasts, but is of the opinion that the cost could be assured within the limits of the presently proposed budget.

FINANCIAL CONSIDERATIONS

The Review Committee, which reported to the Central Committee in January 1979, had as part of its mandate "to relate programme and budget planning to each other, while avoiding getting involved in the details of budget preparation." (Minutes, Jamaica 1979, p.139). This provision was followed by the present Review Sub-Committee in order to safeguard the stated policy of the Finance Sub-Committee to avoid financial decisions that would in effect set programme priorities. Further, the Sub-Committee was mindful of the limitations set by the Central Committee upon deficit spending and any depletion of the Exchange Fluctuation Reserve. Consequently, the Sub-Committee reviewed the deficits anticipated in the expenditures of all departments and sub-units in order to ascertain (i) the total deficit that might be incurred, and (ii) the programme revisions or realignments that might reduce deficit spending.

With regard to total deficits, it was noted:

1. The Finance Sub-Committee would be considering reports for 1978 and 1979 that would show:

   (a) 1978 was concluded with minimum deficits and an operating balance of Sfr 825,520 on CCT;

   (b) Strict discipline over expenditures and underspending of budgets that promise to keep the 1979 deficit below the maximum estimate of Sfr 4.5 million, which was presented to the Central Committee, since the 1979 deficit is more likely to be in the neighbourhood of Sfr 2.5 million divided between 1.7 million, covered by fund balances of sub-units, .8 million from CCTs covered by the Operating Surplus (as of December 31, 1978) but probably depleting that surplus;

   (c) The Exchange Fluctuation Reserve stood at Sfr 1,359,208 as of December 31, 1978 and therefore was within the limits "between Sfr 1 million and Sfr 1.5 million" that were set by the Central Committee.

2. A tentative draft of the 1980 budget indicated a potential deficit of Sfr 3,787,923, considerably in excess of the Sfr 1.5 million limit set by the Central Committee.

3. A study of reserves and fund balances has led some sub-units to adopt a policy of scheduled reduction in fund balances to a level that will be adequate for cash flow in regular operations. Since the Review Sub-Committee considered such a policy well-advised, it expressed the opinion that, when funds are expended in excess of income in accord with such a policy, the excess expenditure ought not to be counted within the deficit limit set by the Central Committee. The Review Sub-Committee proceeded on the assumption that the Finance Sub-Committee and the Executive Committee would agree with its opinion on this matter. With such an understanding, the total deficit in 1980 would be within the limit set by the Central Committee.

   The sub-units which do not require support from CCT and which propose reductions in fund balances as a means of meeting a part of 1980 expenses, include CWME, PTE, the sub-units of Unit II taken together, Education, and, to some extent, services within Finance and Administration. CWME has reduced its budget to conform to the policy of avoiding deficits, and, as a result, has reduced or eliminated grants to other sub-units. Likewise CICARWS has found it necessary to reduce grants to sub-units outside Unit II. Such actions place greater demands on CCT or require a reduction of programme.

   For all sub-units, those with fund balances and those depending on CCT, the Sub-Committee wanted to emphasise the need for econo in operations. On earlier occasions all sub-units were asked t reduce their budgets by a fixed percentage. This procedure does not recommend itself at this time, since a number of budgets have already been reduced considerably prior to their presentation to the Review Sub-Committee. In examining budgets, the Review Sub-Committee noted the average amounts spent for such items as PTT, Meetings and Consultations, Travel and hospitality, and Cyclosty It recommends that the Finance Sub-Committee issue guidelines fo

the proportion of budget, taking into account these averages, but not ignoring the purpose and benefits served through these expenditures. The Review Sub-Committee intends to give further attention to these qualitative factors.

In reviewing deficits, the Review Sub-Committee gave particular attention to the funding from Central Church Treasuries and the implications for programme. Since any deficit in this category would require borrowing from other funds with repayment in subsequent years, and would have programme implications in this year, the deficits should be kept to a minimum. With a possible deficit in excess of Sfr 1,350,000 the following recommendations are presented for revision of items in the Central Church Treasuries portion of the draft budget:

1. Faith and Order - a reduction of Sfr 36,200. (Details appear on page 3 of this report

2. Dialogue with People of Living Faiths and Ideologies (DFI) - a reduction of Sfr 75,000

   Note: It would appear that this reduction could be effected by reducing the amount for salaries by Sfr 15,000, by way of delaying the filling of the staff vacancy; the amount for meetings by Sfr 20,000, in line with the average expense for such meetings; and consultations by Sfr 40,000. (Since two consultations are proposed (i) on ideologies, and (ii) Multilateral Dialogue on Religions, and the latter was given a low priority by the previous Review Committee, the Sub-Committee suggests that only the former consultation be held in 1980. See Central Committee Minutes, 1979, page 184).

3. Church and Society - a reduction of Sfr 10,000

   Note: This reduction should be possible in the amount proposed for the meeting of the working group, since the figure would then be in line with the average cost of such meetings in other units. It is further recommended that the Finance Sub-Committee look at three additional items: (i) The Conference on Faith, Science and the Future, including follow-up, was to be funded from designated income and the goal of Sfr 1.1 million was realised. Expenses are likely to exceed estimates, leaving no balance for follow-up. If additional funds are to be sought, the Finance Sub-Committee will need to determine whether such funds are available as special, designated income and whether authorisation should be sought from the Executive Committee for increasing the budget of the Conference.
   (ii) Energy for my Neighbour is budgeted for Sfr 160,000, partially covered by designated income. It is the opinion of the Review Sub-Committee that further expenditures for the programme should be authorised only as designated income is available.
   (iii) The total dependency on CCT is a relatively high increase over the current year (10%), only part of which can be explained by inflated costs. Consideration should be given to whether further reduction could be made in the request for funds from CCT in 1980.

4. Women in Church and Society - a reduction of Sfr 30,000

Note: The Review Sub-Committee noted that the budget of the sub-unit has increased by Sfr 70,000 in 1980 over 1979, in spite of reductions in staff. This increase is due to high costs in PTT and travel, as well as an increase for meetings and consultations. Although the sub-unit receives two-third of its support from designated income and has reduced its dependency on CCT from Sfr 214,600 in 1979 to Sfr 175,892 in 1980, the Sub-Committee questions the wisdom of scheduling, within a single year, two consultations at an estimated cost of Sfr 110,000 in addition to a meeting of the whole Working Group at a cost of Sfr 45,000, especially when there will be a change in Director of the sub-unit during the year. Consequen ly, the Sub-Committee recommends a reduction in the budget of the sub-unit in a total amount of Sfr 70,000 (Sfr 50,000 for consultation and Sfr 20,000 for PTT and Travel.) However, sin the Sub-Committee has suggested that the sub-unit contribute t the expenses of the programme on the Community of Women and Me (total need Sfr 36,200) a reduction of Sfr 30,000 has been recommended here for the sub-unit's dependency on CCT.

5. Renewal and Congregational Life - a reduction of Sfr 300,000

Note: Since the CCT funding for this sub-unit applied to the programme that would be realigned with CWME, only Sfr 43,350 i left of CCT funding for transition expenses.

6. Youth - a reduction of Sfr 30,000

Note: An increased dependency upon CCT has resulted from the discontinuation of a Sfr 60,000 grant from CICARWS. However, the proposed reduction can be made in funds which the sub-unit transfers to others for workcamps.

7. Communication Department - a reduction of Sfr 100,000

Note: Although the Committee on Communication intended to recommend a budget which depended on CCT by Sfr 150,000 less in 1980 than in 1979, several factors resulted in a figure tha was nearly Sfr 250,000 greater. Some of these factors include general WCC policy that lay outside the Committee's control. Taking these factors into account, the Review Sub-Committee believes the Communication Committee should accept the recommen ded reduction as a target, which could be attained by some reduction in expense items and by delay in filling one staff position for a portion of the year.

8. General Secretariat - a reduction of Sfr 50,000
other reductions of Sfr 50,000

Note: These reductions are suggested on the assumption that there will be delays in filling some vacancies. On the same assumptions, a reduction of Sfr 100,000 should be made in the budgets of sub-units that do not depend on CCT. While such a reduction makes for very tight budgeting, it accords with expe- rience and provides a realistic budget.

The total reduction proposed for CCT amounts to Sfr 681,200 and leaves a deficit of Sfr 671,894.

The reductions in fund balances in 1980 would be approximately Sfr 1.7 million.

The previous Review Committee had suggested that the costs of the Communication Department might be distributed among the various sub-units and, in this way, relieve CCT. Since some of the larger sub-units, which might make such payments from fund balances, are already contributing directly for communication, it was decided that such a procedure would not subtantially reduce the strain on CCT.

The deficit can be reduced further if the amount allocated for the Conference Secretary, New York Office, Documentation Service, and the Office for Income Coordination and Development, are distributed to the sub-units as services from which they benefit. The total amount would be Sfr 250,000. Sub-units that are dependent upon CCT would need to look to CCT for meeting the new expense, in the range of Sfr 60,000. The saving on CCT would be reduced to less than Sfr 200,000. This amount would need to be added to the amount which other sub-units would take from their fund balances. It is recognised that it may not be possible to adopt this procedure for 1980, but it is recommended that it be studied with the possibility of its adoption for 1981. Similarly, the possibility should be examined further of distributing parts of the General Secretariat expenses to the units, given the responsibility carried by the Deputy General Secretaries as Staff Moderators of the Programme Units.

*

Financial considerations of the Review Sub-Committee have been dominated by attempts to reduce the deficit in funding from Central Church Treasuries. This exercise has been a repetition of similar experiences in recent years. The deficit has now been brought to a level where a special effort should be made to increase income from the churches in order to balance the budget.

From time to time, the Central Committee has taken action to emphasise the need for more undesignated income. The Review Sub-Committee believes that this emphasis must be revived and strengthened. The integrity of the World Council of Churches as one ecumenical movement is in jeopardy. Programme is in danger of becoming disproportionately expanded where designated funds are available, while significant areas go undeveloped.

It should be considered whether it would be wise to limit the proportion of the programme that may be funded by designated giving in order to assure that all would work for expanding the undesignated support.

Whatever the specific mechanisms may be, it is essential that the churches order their funding to contribute more to Central Church Treasuries. Now there is a new promising plan for communication. Study is underway for a new comprehensive project list and new potential for coordination of income development. A strengthening of the General Secretariat will provide more unified oversight to the programme units and allow greater attention to relationships with member churches, regional organisations and organisations of the confessional families. The budget has been trimmed and financial controls have been refined. The contributions from CCT deserve to increase to match the effect of inflation and currency fluctuations. The ecumenical commitment that the WCC represents should be strong enough to match and overcome the tests put to it by the world's economy.

APPENDIX V

SPECIAL FUND TO COMBAT RACISM

LIST OF ALLOCATIONS FOR 1979

I. RACIALLY OPPRESSED GROUPS

AFRICA

*	Patriotic Front of Zimbabwe	US $ 35,000
*	South African Congress of Trade Unions (SACTU)	US $ 5,000
		US $ 40,000

ASIA

*	National Council for Combating Discrimination against Ethnic Peoples in Japan	US $ 20,000

AUSTRALIA - NEW ZEALAND

*	Kimberley Land Council	US $ 20,000
	To Ropu Tomokia	US $ 8,000
		US $ 28,000

NORTH AMERICA (USA & Canada)

	El Baario Communications Project, USA	US $ 15,000
*	Haitian Refugee Project, USA	US $ 10,000
	Immigration Advocacy, USA	US $ 10,000
*	Indian Law Resource Center, USA	US $ 15,000
*	International American Indian Treaty Council, USA	US $ 8,000
*	National Indian Youth Council, USA	US $ 8,000
*	DENE Nation, Canada	US $ 15,000
		US $ 81,000

EUROPE

Britain

* Institute of Race Relations	US $	12,500
* Joint Council for the Welfare of Immigrants	US $	12,500
* Race Today Collective	US $	12,500

FRANCE

* Association des Marocains en France	US $	12,500
Association des Travailleurs Haitiens Immigrés en France .	US $	10,000
* Collectif des Org. des Travailleurs Africains en France ..	US $	12,500
* Comité des Travailleurs Algériens	US $	12,500
Maison des Travailleurs Immigrés	US $	10,000
Union Générale des Travailleurs Sénégalais en France	US $	12,500
Union des Travailleurs Immigrés Tunisiens	US $	12,500
	US $	120,000

II. SUPPORT GROUPS

Asia	- *Japan Anti-Apartheid Committee	US $	5,000
Australia	- Institute for Aboriginal Development	US $	5,000
	*Southern Africa Liberation Center	US $	5,000
Belgium	- *Aktiekomitee Zuidelijk Afrika *Comité contre le Colonialisme et l'Apartheid).	US $	7,500
Britain	- *Anti-Apartheid Movement	US $	5,000
	Namibia Support Committee	US $	5,000
Canada	- *Toronto Committee for the Liberation of S.A. ..	US $	5,000
France	- *Movement Anti-Apartheid / C.A.O.	US $	5,000
FRG	- *Anti-Apartheid Movement *Information Centre on Southern Africa)	US $	7,500
USA	- Prison Reform Education Programme	US $	5,000
	*Southern Africa Committee	US $	5,000
		US $	60,000

TOTAL: US $ 349,000

* Movements which received grants before

APPENDIX VI

STATEMENT ON RELIGIOUS LIBERTY

1. The World Council of Churches has been actively engaged in the struggle for religious liberty from the moment of its inception. Churches joining the WCC have done it on the realistic assumption that their visible membership in a world community of churches would enhance their own possibilities of life, witness and work and in some cases their own freedom and safety as religious communities. Since the first Assembly of the WCC in 1948, the subject of religious liberty has been dealt with by WCC decision-making bodies in 27 major statements, reports, memoranda and declarations, in addition to the number of initiatives and actions taken with regard to specific situations.

2. Careful study of these statements reveals that there has been a progressive evolution in the ecumenical understanding of religious liberty, which has been augmented and refined by the variety of concrete experiences of member churches as they live and work in vastly different environments. The realization has grown in the ecumenical movement that religious liberty cannot be divorced from other aspects of human rights, and that the church is not credible if it fights for its own rights isolated from a concern for all rights for all people. But if it speaks in universal terms, the church cannot isolate for priority consideration the question of its own religious freedom. Conversely, a church which struggles for all rights for all people has, often with surprise, rediscovered something of its essential evangelical mission. These should be seen as central concerns for all world religions and thus merit priority attention in efforts of dialogue and concrete interactions in community life especially in multi-religious societies.

3. The Fifth Assembly, Nairobi, 1975, summarized these insights as follows:

The Right of Religious Freedom

The right to religious freedom has been and continues to be a major concern of member churches and the WCC. However, this right should never be seen as belonging exclusively to the church. The exercise of religious freedom has not always reflected the great diversity of convictions that exist in the world. This right is inseparable from other fundamental human rights. No religious community should plead for its own religious liberty without active respect and reverence for the faith and basic human rights of others.

Religious liberty should never be used to claim privileges. For the church this right is essential so that it can fulfil its responsibilities which arise out of the Christian faith.

Central to these responsibilities is the obligation to serve the whole community.

The right to religious freedom has been enshrined in most constitutions as a basic human right. By religious freedom we mean the freedom to have or to adopt a religion or belief of one's choice, and freedom, either individually or in community with others and in public or private, to manifest one's religion or belief in worship, observance, practice and teaching. Religious freedom should also include the right and duty of religious bodies to criticize the ruling powers when necessary, on the basis of their religious convictions. In this context, it was noted that many Christians in different parts of the world are in prison for reasons of conscience or for political reasons as a result of their seeking to respond to the total demands of the Gospel.

4. The insights gained in the whole period since World War II are the fruit of experiences which might roughly be categorized in four types:

(i) The experience of churches functioning in accordance with their teaching, tradition and practice, in countries undergoing radical social transformation including a total secularization of state and society, accompanied by new juridical relations between the state and religious communities.

(ii) The problems encountered by Christians and people of other faiths in countries struggling for liberation and self-determination or newly-independent, when their relationships with religious organizations outside the country and the support received from them, as expressions of the universal dimensions of religions, are interpreted to be in conflict with national aspirations and loyalties.

(iii) In some societies, with very varied political systems and social backgrounds, which grossly violate basic human rights, an increasing number of churches have become actively involved in struggles for justice and human rights based on their sincere understanding of the Gospel of Christ, although governments usually regard these as purely political activities.

(iv) In an increasing number of countries, communal and national aspirations are framed not in secular but religious terms, creating the climate for religious revival of a type which causes friction between dominant religious forces and minority religions.

5. Obviously, ecumenical response to these situations cannot be uniform, but must vary according to the precise needs of its member churches, based on the best available analysis of each case. Each case must furthermore be seen within its particular historical, cultural and social context, although certain emerging common trends need urgent attention.

6. The Executive Committee of the WCC, at its meeting from 10 to 14 September, received detailed information on new developments with regard to religious liberty. During the past two years, incidents and events which have a direct bearing on religious liberty have occurred with alarming frequency. Complaints by member churches in a variety of countries around the world have multiplied, making it imperative for the WCC carefully to examine whether these individual cases constitute a major trend on a world scale.

7. The Executive Committee expresses its appreciation to the Commission of the Churches on International Affairs for its continuing work with regard to religious liberty and human rights in general, and to the General Secretary for the care and sensitivity with which the concerns of member churches regarding their religious liberty have been answered. The particular cases which we have examined show that the question of religious liberty is posed in a variety of ways, with greatly varying severity. If responses by the World Council of Churches have been by and large rather cautious, this is because thirty years of experience has taught that an overzealous reaction from abroad can have in some cases disastrous effects, especially when national sensitivities are not taken into account. We are gratified to note that churches experiencing difficulties continue to approach the WCC with trust and respect.

8. In analyzing the trends in religious liberty, we note that some of the problems encountered have an old historical basis, aggravated by an insecure national government. In other cases, we see the familiar feature of new revolutionary governments wishing to exert rigid control over religious institutions which are seen either as alien elements or potential opposition forces. Legislation is increasingly being used to exert control, either by registration and regulation of church structures, or by the prohibition or discouragement of conversion. In some cases these legal means are meant to increase the popularity of existing governments among certain sectors of the electorate; in others they are attempts to limit either active or symbolic opposition to unpopular and undemocratic regimes.

9. The Executive Committee instructs the Human Rights Advisory Group of the CCIA to undertake further study and analysis of changing trends with regard to religious liberty, giving attention to areas either where there has been a marked worsening of the situation within the recent past, or where new legal enactments or administrative measures have been proposed or promulgated which our member churches regard as indicative of a trend in the direction of a restriction of religious liberty. This study should include some reflections on the principle of religious liberty itself, examining how the concept is viewed by different societies and religions. A detailed, reflective report should be prepared by the CCIA for presentation to the Central Committee in August 1980, and in preparation for the same, a preliminary study paper with further detailed analysis of the four different situations outlined under point 4 above, and formulating questions of principle and practice where further clarification is needed.

The Executive Committee feels the need for a constant review of a fast changing scene, as also for a vigilant pastoral concern, not only for all whose liberties are curtailed but also for those elements within all ideological systems and religious leaderships who are earnestly seeking a reinterpretation along more humane lines of previous judgments on the human rights of those who disagree with them on religious grounds.

The Church of Jesus Christ was born and nurtured in a world where Christians were not only denied religious liberty, but in fact were deliberately and often ruthlessly persecuted. And persecutions were not confined to the Church's infancy. Today, however, Christians have to be concerned about more than their own religious liberty. Our concern must extend to the defence of the human rights and liberty of all - whether they profess other religions or no religion. We have to help find ways in which the common humanity of a pluralistic world can be expressed in societies which affirm the dignity and freedom of all human beings.

APPENDIX VII

LETTER

from the Executive Committee of the World Council of Churches
to Member Churches in Ireland

Dear Friends,

We greet you in the name of our Lord and Saviour!

As the Executive Committee of the World Council of Churches we have heard, this week, of the difficult situations in which Christ's people find themselves in various parts of the world. Northern Ireland was one that gave us special concern. The new wave of terror which resulted in the assassination of Lord Mountbatten and eighteen British soldiers and the continuing sectarian killing have made us more acutely conscious than ever of the agony of your people and the difficulties under which your churches live and witness. We condemn these acts of brutality in the strongest terms.

We have prayed for you and we write now to assure you of the sincere support of that wider family of the Christian faith represented by the World Council of Churches. This concern, as you are aware, is not new. Throughout the long anguish of your people we have invited the intercession and prayers of Christians all over the world on your behalf, visited you on several occasions, written to you and taken other initiatives. We specially recall the visit of the ecumenical team to the island in April 1978.

We all come from churches that have failed to live up to the demands of the gospel, and we address this letter with the humility born of an awareness of our own sin. We know too that some media presentations on Northern Ireland do little justice to what the churches are trying to do in the highly complex situation. We are impressed by the strength of the witness of your churches, reflected not only in their official actions but also in the courageous commitment of many groups and individuals who responding to the demands of the gospel strive to break down the walls of separation. Be assured that such efforts are sustained by the support, the hopes and the prayers of churches and Christians outside Ireland.

This wider concern stems not only from the fellowship that binds us together in Christ, but also from a recognition of how much the Church elsewhere has to learn from you. Justice and reconciliation are urgent recurring themes in ecumenical thought and action. When we look at a particular situation like Ireland, we realize the costliness of these Christian imperatives.

We know that most people in Northern Ireland emphasize the need for security especially now. But on any long term basis, security must be seen in the context of the search for political solutions, however difficult they may appear. We recall what the ecumenical team said in its report: "One can list a fairly large number of political options and each one often bristles with major difficulties in the context of increasing polarization between the communities and a complex history of sectarian attitudes". Yet we hope that new initiatives will be taken to create institutions that will ensure the participation of the people of Northern Ireland in shaping their own destiny.

We yearn for the healing of the divisions of your people. We are grateful for the faith, hope and love that are found among you. And we pray that you and we together may be inspired and strengthened by the Holy Spirit to be instruments of God's peace.